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THE EFFECT OF WORK DISCIPLINE AND MOTIVATION ON PERFORMANCE EMPLOYEES IN THE POLICE CIVIL SERVICE UNIT OF KARAWANG REGENCY

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ABSTRACT

Purpose of the study — he research aims to determine employee performance which can be influenced simultaneously and partially by the work discipline and motivation of the Karawang Regency Satpol PP.

Research method— he population in this study was 108 employees who had a tolerable error rate of 10% or an accuracy rate of 90%. Therefore, a purposive cluster probability sampling technique was used to sample 52 employees to represent the population. Descriptive and verification methods are used in this research, which means collecting data, displaying, analyzing and testing hypotheses, before making conclusions and recommendations. Descriptive statistical analysis, classical assumption tests, and multiple linear regression analysis were used with SPSS 26 hypothesis testing.

Result— This research results that employee performance can be partially significantly and positively influenced by work discipline, employee performance can be partially significantly and positively influenced by work motivation, Employee performance can be affected simultaneously by discipline and work motivation.

Keywords: *Work discipline, Work motivation, Employee performance*

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INTRODUCTION

The success of an organization depends on effective management. This success is achieved when regulations, mechanisms, and policies, as well as work procedures related to humans and the organization are interconnected and contribute to the achievement of corporate goals and strategic outcomes, which have an impact on employee performance. (Dewi & Pertiwi, 2022). The success of an organization depends on the quality of its human resources, so Human Resources is a challenge for the organization. (Lukito & Alriani, 2018).

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The Karawang Regency Satpol PP is a regional apparatus formed to improve the Provincial Guidelines and Regional Head Guidelines, carry out community requests, harmony and security in the local area. (Government of the Republic of Indonesia, 2020). This is in accordance with Article 255 Paragraph 1 of Law Number 23 of 2014 concerning Regional Government which states that "The Civil Service Police Unit is formed to enforce Regional Regulations and Regional Head Regulations, maintain public order and security, and protect the community".

The current phenomenon at the Karawang Regency Satpol PP Service is that employee performance is felt to be less than optimal. This can be seen from the performance targets that have not been achieved optimally according to expectations. Such as the regulation of illegal buildings that do not have permits and the proliferation of outdated advertisements that have the potential to disrupt public order, in order to maintain regional conduciveness, this is a challenge for Satpol PP in fulfilling its main duties and functions to protect, create order, and create public peace.

Table 1. Report on the Performance Achievements of Karawang Regency Satpol PP in 2023

No	Programe name	Performance Indicator	Terget(%)	Realization (%)	Residual(%)
1	Action against disturbances of public order and tranquility	Percentage of the number of cases of disturbance of public order and public tranquility	100	73	27
2	Empowerment of community protection in the context of public order and security	Percentage of the number of documents containing the results of Community Protection Empowerment	100	72	28
3	Increasing the capacity of Satpol PP and Satlinmas human resources in carrying out tasks that have human rights nuances	the number of Satpol PP and Satlinmas human resources increased	100	77	23
4	Inter-agency cooperation and partnerships in public order and disturbance prevention and handling techniques	Percentage of the number of documents resulting from the implementation of inter-institutional cooperation and partnerships	100	94	6

Source: Processed by the Author in 2023.

From the four programs, the performance achievement shows that on average they have not met the target, this is because there is currently no minimum service quality, making it

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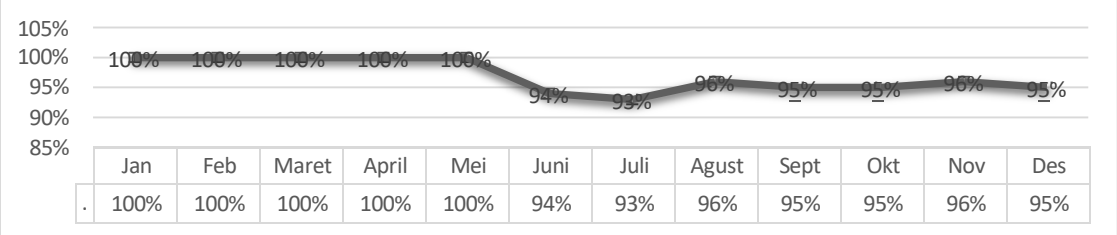
more difficult for Satpol PP officers to move. The current teamwork skills have not fully synergized with Satpol PP officers who are at the forefront of solving problems on the downstream side without being linked from the start. Satpol PP performance needs to be improved to achieve these goals so that they are more optimal. In addition to performance, discipline at work is very important for the development of an organization. This is important to encourage employees to work independently or in teams to complete tasks. (Santoso & Fitriyanti, 2020). Employees will perform better if they are educated to comply with and respect existing policies, procedures, and regulations. (Pertiwi & Gorda, 2019).

The quality of the state apparatus is very important for the smooth running of government and the implementation of national development, as stated in PP No. 53 of 2010 concerning Civil Servant Discipline. The appearance and performance of civil servants must be satisfactory in accordance with this regulation. However, in reality, there are still frequent cases of Karawang Regency Satpol PP employees who ignore the standards and regulations stipulated in PP No. 53 of 2010.

Table 2. Graph of Karawang Regency Satpol PP Employee Absence Achievement in 2022.



	Jan	Feb	Maret	April	Mei	Juni	Juli	Agust	Sept	Okt	Nov	Des
.	100%	100%	100%	100%	100%	94%	93%	96%	95%	95%	96%	95%

Source: Processed by the author 2023

Based on the table above, it can be seen that the achievement of employee absence from January - December 2022, employees at the Karawang Regency Satpol PP are less disciplined. This condition is related to the decline in employee performance which is reflected in the dissatisfaction of public services towards work due to irregular work schedules and is still not in accordance with expectations. There are also several problems related to work discipline, one of which is the lack of employee awareness of the importance of work discipline, such as employees who are late in solving problems in the field, there are still employees who are late in coming to the office and do not follow the morning roll call obligation, this is seen based on the absence of employee attendance lists, there are still employees who are outside the office during working hours, there are still employees who are less disciplined in dressing, and some are less disciplined in carrying out their work activities.

In addition, of the several indicators of process assessment in organizational performance, work motivation is one of them, work motivation is an important point in assessing organizational performance, this must be considered because it is very important to produce employee performance productivity. Hamid & Kurniawaty in (Budung et al., 2022).

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According to Sunyoto in (Rukmana, 2021) Motivation aims to increase employee productivity, participation, and creativity, improve discipline, reduce absenteeism, maintain stability and loyalty, and create a positive work environment.

Table 3. Results of the Pre-Survey on Work Motivation of Civil Service Police Unit Employees in Karawang Regency in 2023

No	Statement	Frequency					Statement	Number of Respondents	Average
		ST (5)	T (4)	S (3)	R (2)	SR (1)			
1	Employees feel that basic needs such as being able to eat properly have been met	0	0	30	0	0	90	30	3
2	Leaders always give praise when employees carry out their work duties with satisfactory results	3	2	10	8	7	76	30	2,5
3	If employees carry out the tasks given by their leaders well and achieve the targets set by their leaders, then employees will have the opportunity to get a promotion	1	3	8	11	7	70	30	2,3
4	Working at this agency can guarantee the lives of employees in their old age	4	5	9	9	3	88	30	2,9
	Average								**2,7**

Source: Processed by the author 2023

The results of the pre-survey showed that employee motivation at the Karawang Satpol PP had an average score of 2.7. So it was concluded from the results of this pre-survey that the work motivation of employees at the Karawang Regency Satpol PP was still low. There is a phenomenon that shows that motivation at the Karawang Regency Satpol PP mostly has problems with motivation. Some employees do not have high enthusiasm in achieving achievements in their work, and the difficulty of employees getting promotions/job promotions is one example, so that it affects employee performance and has an impact on failure to achieve organizational goals, but in reality, those who support achieving that goal often lack attention and there are no efforts tried to increase the motivation and work enthusiasm of employees, even though success depends on their performance. This study was inspired by several previous studies that have similar objects/phenomena above, based on the results of the study observed by (Irawan et al., 2021) entitled "The Influence of Work Discipline and Work Environment on Civil Servant Performance at the Serpong District Office" states that the performance of civil servants at the Serpong District Office is not partially affected by work discipline. In contrast to previous research (Sapitri & Hermani, 2019) entitled "The Influence of

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Work Discipline and Motivation on the Performance of the Sewing Department (Line A-W) at PT. Sandang Asia Maju Abadi" shows that partially employee performance can be significantly affected by discipline variables. The statement above provides an illustration that discipline, work motivation can affect employee performance. Referring to this problem, the researcher wants to conduct research "The Influence of Discipline and Motivation on Employee Performance at the Karawang Regency Satpol PP". Research that is expected to provide a clearer example of the relationship between employee motivation and performance, and discipline. The purpose of this study is to identify the performance of civil servant employees that can be affected either partially or simultaneously by discipline and work motivation at the Karawang Regency Civil Service Police Unit which is the main focus of this study.

LITERATURE REVIEW AND HIPOTESYS DEVELOPMENT

A. Literature Review

Human Resource Management

According to (Hasibuan, 2019:10) states that HR is the art and science of managing the role of the workforce and relationships with the aim of being useful for employees, companies and society. HR is an executive field that explicitly sees or examines the relationship and administrative work of humans in corporate associations. Meanwhile, according to (Sadikin et al., 2020:161) HR is a strategic approach to managing an organization's most valuable assets, namely employees who contribute to the achievement of organizational goals individually and collectively. In other words, HR uses the same concept as general management, but its approach is specific to HR management.

Achmad S. Rucky in (Fachrurazi et al., 2021) said that HR is an appropriate and efficient application for the process of acquisition, utilization, maintenance, and development of employees of an organization to achieve an optimal level of HR utilization for organizational goals. In this description, it can be synthesized that HR is a practice, science, and various other strategic approaches used to maximize the potential of the most important HR for an organization. Recruitment, selection, development, and maintenance are some examples of the use of HR to achieve organizational goals.

Organizational Behavior

According to (Taufiq Amir, 2017) stated that organizational behavior is a science that studies everything that happens in an organization, including the behavior, thoughts, and feelings of employees as individuals and as a team. The purpose of organizational behavior is to gain an understanding of how the organization runs well, and can improve the health and well-being of its employees, and how to foster teamwork. (Robbins and Judge, 2017) stated that organizational behavior is a field of study that studies how individual, group, and structural behavior affects the organization with the aim of using the information above to improve

organizational effectiveness better. the study of individual attitudes in organizations is known as organizational behavior in this case resulting from the influence of the organization on humans, and vice versa (Suryani, 2019).

Based on the description above, it can be synthesized that studies related to what people do in an organization and how their behavior can affect organizational performance is the definition of organizational behavior. The focus of the research is human attitudes towards coworkers, compensation, work, cooperation, and other things. Increased productivity, decreased absenteeism, increased employee satisfaction, and decreased turnover are some of the factors that influence organizational behavior.

Discipline

According to Wahjono et.al., in (Eka Wijaya & Fauji, 2021) Discipline is an action taken by a manager to implement organizational rules, while Singodimedjo in (Yustini 2021:46) states that discipline is behavior shown by a person to obey and comply with the regulations that apply in their environment. According to Siswanto (Trisantosa, 2022:71), there are five dimensions of work discipline: frequent attendance, compliance with work standards, work ethics, level of alertness, and compliance with work regulations. From the theory above, a synthesis can be made that discipline is a good action and attitude according to applicable rules that can facilitate organizational goals, where if discipline declines it will slow down and become an obstacle to organizational goals.

Motivation

Motivation functions as a motivation that drives someone to complete the tasks that have been set. (Rosmaini & Tanjung, 2019), Meanwhile, according to Zaini in (Budung et al., 2022) Providing appropriate and precise task directions to employees is one way for organizations to motivate employees. According to Mc. Clelland in (Rommy 2022:56) There are three dimensions of motivation such as achievement, affiliation, and strength. Based on the understanding above, motivation can be interpreted as a desire, stimulus, or drive that arises within an individual in carrying out a task with the aim of improving organizational performance.

Performance

Employee performance is defined as the number of tasks that have been carried out by employees according to their capacity and assessment to achieve certain goals. (Feel et al., 2018). The amount of work completed by an employee in the amount of time allocated is called employee performance. (Panuluh & Gilang, 2019). According to Foster in (Setiono, 2019:155) said that individual performance is a representative consequence of work in terms of quality and quantity by paying attention to the work guidelines that have been set. Conversely, collective and individual performance is organizational performance. Organizational

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performance is the result of individual and group work. Robbins in (Firdaus, 2022:41) three important aspects of performance are quantity, quality, and timeliness of work. Based on several studies above, it can be synthesized that performance is the result of routine work that has been standardized by an organization to help manage an organization in achieving its goals.

B. Hypotesis Development

(Sugiyono, 2018:60) conceptual models derived from several factors identified as problems are a reflection of the structure of thought.

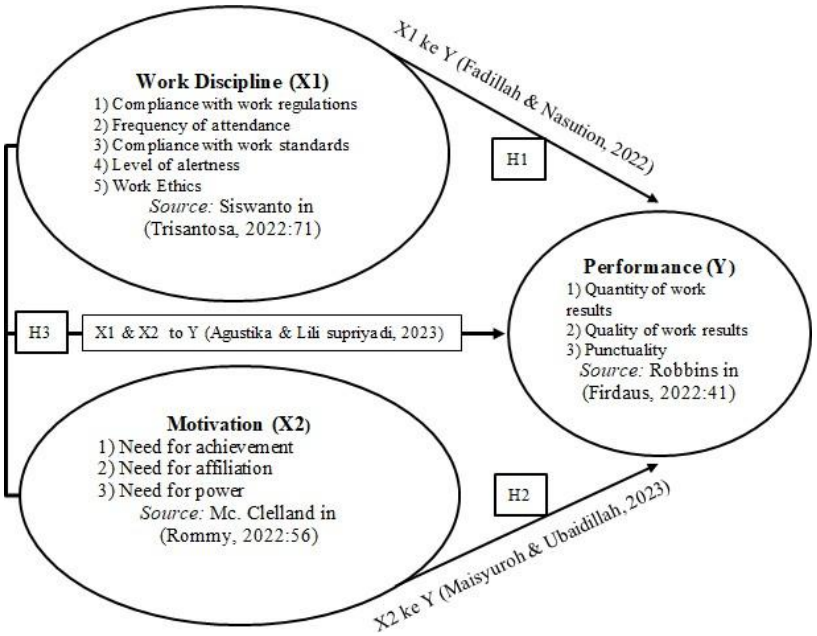

Figure I. Thinking Paradigm
Source: Data processed by the author 2023

According to Sugiyono in (Deky Prasetyo, 2022) what is meant by a hypothesis is an assumption that still needs to be tested for its truth, a temporary assumption is only a matter of assumptions regarding the investigation of research theories related to the framework of thought, research objectives, and hypotheses used such as:

H1: It is suspected that there is a partial influence of work discipline on employee performance.

H2: It is suspected that there is a partial influence of work motivation on employee performance.

H3: It is suspected that there is a simultaneous influence of discipline and motivation on employee performance.

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METHOD

(Sugiyono, 2018:3) the basis of the research method is a scientific way to obtain certain uses and objectives. Quantitative research is research conducted in studying selected samples and populations and is based on a positivist philosophy. Samples are generally collected methodically, data is also collected using research instruments; the goal is to analyze, and test and validate the established hypothesis (Sugiyono, 2018:15).

Research Design

From its characteristics, this includes quantitative data research. According to (Sugiyono, 2018:8), the term "quantitative research" refers to all types of research that utilize research tools, research samples, and statistical or quantitative data analysis for hypothesis testing and is based on a positive philosophy. (Sugiyono, 2018:53) states that descriptive research tests the existence of independent variables, one or more variables, which do not need to be compared with other variables. While verification research tests hypotheses through data collection from the field.

According to (Sugiyono, 2018:91) through statistical calculations and testing, the relationship between the quality of variables can be determined. The results of this trial indicate that the hypothesis is accepted or not accepted in the sense of the verification method. The researcher conducted a survey by distributing questionnaires to participants to obtain relevant data on the causal relationship between the two variables.

Location and Time of Research

In this place, the research was conducted to gather information needed by the researcher in conducting his research. The research location was conducted at the Satpol PP headquarters located at Jl. Jend. A. Yani No. 70 bypass, West Karawang District, Karawang Regency, West Java, Indonesia, 41311, the research was conducted for two months, starting from October 25 to December 25, 2023.

Operational Variables

Variable functionality is a term that describes the types of variables studied, details about the scale, variable names, and measurement indicators used by the researcher. Two independent variables, namely (X1) discipline, (X2) motivation, and performance (Y) as the dependent variable. This variable is then measured through a questionnaire based on the indicator. The discipline variable is then interpreted as a questionnaire where the motivation, discipline, and performance variables each have 15 (fifteen) questions.

Population

(Sugiyono, 2019:127) objects or subjects that have certain features and quantities from a generalization area chosen by researchers to study. After the study, researchers make conclusions about how they understand the population. This study involved 108 Satpol PP Employees of Karawang Regency.

Sample

(Sugiyono, 2019:127) a sample is an example selected for a certain amount and quality of a population that represents the population. Isaac and Michael put forward a formula for

determining how large a sample is obtained from the total population. The reviewer will choose many samples with a percentage of error tolerated by 10% of the total population. The population selection for this study was PNS Satpol PP Karawang Regency, consisting of 108 members, with a percentage of error tolerated by 10% or an accuracy level of 90%. Thus, 52 sample employees were selected to represent the population

Sampling Technique

The sampling method is known as a sampling technique. (Sugiyono, 2018:81) This study uses sampling without probability, which means that everyone in the population is taken as a sample but does not have the same chance or opportunity. (Sugiyono, 2018:82). Purposive sampling, which is a sampling method based on certain considerations, is used. (Sugiyono, 2018:85). Therefore, this research sample method uses a testing method using the Slovin equation. (Sugiyono, 2018:87).

Slovin is used to calculate the sample: n = N / 1 + N (e) 2. Description: that N is the population level, n is the sample level, and e is the margin of error of the percentage of tolerable error. The value of e is 0.1, assuming that for a large population, the value of e is 0.1 (10%) and for a small population, the value of e is 0.2 (20%). Therefore, about 10% to 20% of the study population includes samples taken from the Slovin technique.

Data Collection Techniques

(Sugiyono, 2018) The type of data collection known as a questionnaire involves giving respondents several statements or questions to answer. In this study, respondents have given their responses with an interval scale.

Data Sources

(Sugiyono, 2018:194) Data taken explicitly is important information to answer research questions through survey methods taken directly from group and individual sources. According to (Sugiyono, 2018:193) "Secondary data" refers to information that is quickly and thoroughly put together by researchers using various connecting media such as online data, historical reports stored in archives, evidence, or other relevant documentary data.

Research Instruments

(Sugiyono, 2018:91) said that data is collected using research tools to estimate social intuition and the realm of concern. The tools used in this study are intended to produce accurate and reliable data, namely the scale.

Measurement Scale

The measurement parameter will be an important tool for determining the size of the interval, and this measure produces data with quantitative quality. (Sugiyono, 2018:92). This study uses an interval scale, which has the same weight and shows the distance between data. On the other hand, the Likert scale, which estimates an individual's perception or disposition towards an object, is used as an instrument scale to calculate the response of each item. As stated by (Sugiyono, 2018:152). The Likert scale is used to measure public perception of social event attitudes. The measured variables are separated into variable indicators.

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Analysis Techniques

The purpose of data analysis is to display research data in a way that allows the creation of interpretable values. According to (Sugiyono, 2018:137) quantitative research is used to test hypothesis speculation or answer problem explanations. The SPSS version 26 program is used to process information in this research.

Descriptive Analysis

To provide a clear picture of research respondents, especially regarding the variables used for analysis. Index statistics are a technique that will be used to show how respondents view question items. (Sugiyono, 2018:238) to analyze information by describing data or describing the information as it should be without any intention to generalize is the definition of descriptive statistics. The formula used to calculate the scale range is the Likert scale, with scores ranging from 1 for the lowest value to 5 for the highest value (Riyanto & Hermawan, 2020), namely:

$$Scale\ Range = \frac{Highest\ Score - Lowest\ Score}{Number\ of\ Answer\ Choices} = \frac{5-1}{5} = 0{,}80$$

So the score classification of the respondents' answers can be seen in the following table 3:

Table 4. Description of Scale Range

Scoring Scale	Scale Range	Criteria
1	1 – 1,80	Very Low
2	> 1,80 – 2,60	Low
3	> 2,60 – 3,40	Medium
4	> 3,40 – 4,20	High
5	> 4,20 – 5,00	Very High

Source: Data processed by the author 2023

To determine whether the estimation of the evaluation tool used is suitable in estimating what needs to be estimated, the estimation assessment method with a high level of validity can achieve a low error rate, because this method is obtained to produce adequate information (Sugiyono, 2018). the product moment correlation test method uses a validity test. To interpret the coefficient, the questionnaire item is considered valid if the r count is more than 0.30.

Reliability is a measure of the consistency of data information that covers a predetermined time period (Sugiyono, 2018). This aims to determine whether the data collection instrument shows stability, consistency, precision, or accuracy. It is considered realistic if the measurement results of the research subjects are relatively identical in several measurements. The alpha coefficient method is used to test reliability, where an item is considered reliable if it has a Cronbach's Alpha> 0.7. Hypothesis Testing

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Sugiyono in (Deky Prasetyo, 2022) Hypothesis is based on the proposition of reality and is used as a temporary solution to research problems, this hypothesis testing uses t-test and f. According to (Ghozali, 2018:98) in the regression model, t-data testing is used to understand whether factor Y can be partially influenced by element X. This depends on the choice, namely Y assuming a sig value <0.05 or t-count> from t-table can be affected by X, and Y if sig> from 0.05 or t-count <from t-table is not affected by factor X.

According to (Ghozali, 2018:98), the purpose of the simultaneous significance test or called the anova model test, is to understand the magnitude of the impact of independent factors on the dependent element as a whole. If the probability value in the sig column <0.05 and F-count> from F-table, then Ho is not accepted, then Ha is accepted. With the Sig t value or the calculated t probability value of each variable X at the test level α = 10%, it is used to understand the impact of factor Y significantly or not on factor X. According to (Sugiyono, 2018:244), said that the test (R2) coefficient of determination that shows the magnitude of the influence of independent factors on dependent factors is calculated by squaring the correlation coefficient then multiplied by 100%. Other factors determine the remaining part.

RESULTS AND DISCUSSION

A. Results

The grouping of research information data was carried out by providing an online questionnaire via google form to each respondent, namely the Karawang Regency Satpol PP employees. The study produced the characteristics and responses of respondents regarding the statements of each variable.

In determining the validity of the questionnaire. If the survey statement can reveal measurable data information, then the questionnaire is considered valid. Observing the corrected item-total can help determine the validity of the variable. Valid if r count> from r table, but if r count <from r table then it is invalid.

Table 5. Test Results

Variable	Item	*R*_Account	*R*_table	Information
Work Discipline(X1)	X1.1	0,857	0.268	Valid
	X1.2	0,799	0.268	Valid
	X1.3	0,743	0.268	Valid
	X1.4	0,841	0.268	Valid
	X1.5	0,899	0.268	Valid
	X1.6	0,569	0.268	Valid
	X1.7	0,899	0.268	Valid
	X1.8	0,835	0.268	Valid

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Variable	Item	*R*_Account	*R*_table	Information
	X1.9	0,852	0.268	Valid
	X1.10	0,857	0.268	Valid
	X1.11	0,841	0.268	Valid
	X1.12	0,840	0.268	Valid
	X1.13	0,916	0.268	Valid
	X1.14	0,685	0.268	Valid
	X1.15	0,817	0.268	Valid
Work Motivation (X2)	X2.1	0,775	0.268	Valid
	X2.2	0,678	0.268	Valid
	X2.3	0,757	0.268	Valid
	X2.4	0,614	0.268	Valid
	X2.5	0,540	0.268	Valid
	X2.6	0,780	0.268	Valid
	X2.7	0,868	0.268	Valid
	X2.8	0,684	0.268	Valid
	X2.9	0,712	0.268	Valid
	X2.10	0,660	0.268	Valid
	X2.11	0,650	0.268	Valid
	X2.12	0,741	0.268	Valid
	X2.13	0,845	0.268	Valid
	X2.14	0,748	0.268	Valid
	X2.15	0,604	0.268	Valid
Performance (Y)	Y1.1	0,857	0.268	Valid
	Y1.2	0,799	0.268	Valid
	Y1.3	0,743	0.268	Valid
	Y1.4	0,841	0.268	Valid
	Y1.5	0,899	0.268	Valid
	Y1.6	0,569	0.268	Valid
	Y1.7	0,899	0.268	Valid
	Y1.8	0,835	0.268	Valid
	Y1.9	0,852	0.268	Valid
	Y1.10	0,857	0.268	Valid
	Y1.11	0,841	0.268	Valid
	Y1.12	0,840	0.268	Valid
	Y1.13	0,916	0.268	Valid
	Y1.14	0,685	0.268	Valid

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Variable	Item	*R*_Account	*R*_table	Information
	Y1.15	0,817	0.268	Valid

Source: Data processed by the author in 2023

The above shows the validity test results of each instrument from the test results on all variables, namely r count> from r table or r count> from 0.268, until the conclusion is obtained that the items in the variable statements above are all said to be valid.

This test is applied to all validations that are included in the valid category. The Cronbach Alpha method is used to evaluate each previous statement. If the Cronbach Alpha value> 0.70, the questionnaire is considered reliable, but if <0.70, the questionnaire is suspected of being unreliable.

Table 6. Reliability Test Results

Variable	*Nilai Cronbach Alpha*	*Required Cronbach Alpha*	Information
Work Discipline (X1)	0,933	0,70	Reliable
Work Motivation (X2)	0,929	0,70	Reliable
Employee Performance (Y)	0,963	0,70	Reliable

Source: Data processed by the author in 2023

From the reliability test results, it can be seen that there is a Cronbach Alpha value from (X1) of 0.933> 0.70 so that it can be called reliable. while (X2) is 0.929> 0.70 so that it can be called reliable. then (Y) of 0.963> 0.70 is also called reliable. Therefore, the conclusion is that all instruments from the three variables are credible. This test aims to ensure that the remaining variables have a normal distribution. The regularity of the results of this test is completed with SPSS version 26 shown here.

Table 7. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		52
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	7,19164881
Most Extreme Differences	Absolute	.134
	Positive	.134
	Negative	-.126
Test Statistic		.134
Asymp. Sig. (2-tailed)		.021[c,d]
Exact Sig. (2-tailed)		,285

Source: Data processed by the author in 2023

From the normality test data, the sig value can be seen with a value of 0.285 or > 0.05. so that the conclusion is obtained that the residual is declared normal. Multicollinearity Test; This

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test is carried out to determine whether the independent variables in question are in accordance with the regression model. The results of the SPSS version 26 multicollinearity test are presented below.

Table 8. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9,178	5,540		1,657	.104		
	Work Discipline	.523	.108	.525	4,856	.000	.726	1,377
	Work Motivation	.337	.106	.344	3,177	.003	.726	1,377

a. Dependent Variable: Employee Performance

Source: Data processed by the author in 2023

From the obtained table, it can be seen that there is 0.726> 0.10 which is the tolerance value for variables (X2) and (X1) which is the result of the multicollinearity test. In addition, the VIF value for variables (X2) and (X1) is 1.377 <10. So, the conclusion obtained is that there is no multicollinearity problem in this study. Heteroscedasticity Test; This test aims to see if there are variations in variables that are equal or not the same. Next are the results of the heteroscedasticity test with the help of SPSS version 26.

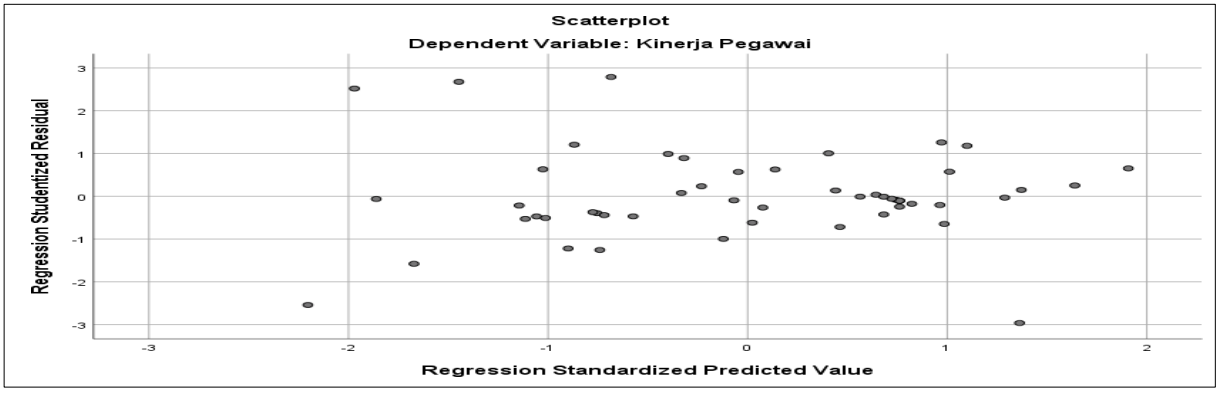

Figure 2. Heteroscedasticity Test Results

Source: Data processed by the author in 2023

The figure shows that heteroscedasticity focus is freely distributed, there is no particular motive and is distributed below zero and above the Y axis. The conclusion is that there is no heteroscedasticity problem in this study.

In understanding the dependent variables that can be influenced by the independent variables, this test is carried out.

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Table 9. Multiple Linear Regression Test Results

Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	9,178	5,540		1,657	,104
	Work Discipline	,523	,108	,525	4,856	,000
	Work Motivation	,337	,106	,344	3,177	,003

a. Dependent Variable: Employee Performance (Y)

Source: Data processed by the author in 2023

So, the regression equation is as follows: a = 9.178, the constant value of 9.178 is positive, which means that if (X1) and (X2) have a value of 1, then the employee performance variable (Y) has a value of 9.178. B1 = 0.523, the value of (X1) is 0.523, which means that when (X1) increases by one, the higher the value of (X1), the better (Y). Then (X2) has a value of B2 = 0.337, which means that when (X2) increases by one unit, (Y) will increase by 0.337, with the prediction that the other variables remain constant. In other words, if the motivation value is higher, it indicates better employee performance.

The determination coefficient functions to find out how much the independent variable is able to explain the dependent variable, the results of the determination coefficient test are presented below.

Table 10. Determination Coefficient Test Results

Model Summary				
Model	R	R *Square*	Adjusted R *Square*	Std. Error of the Estimate
1	,764[a]	,583	,566	7,33695

a. Predictors: (Constant), Work motivation, work discipline

Source: Data processed by the author in 2023

From the determination coefficient test above, the R Square coefficient has a value of 0.583 or 58.3%. The conclusion is that discipline and motivation have an influence on employee performance of 58.3%, and inaccurate factors affect the remaining 100% - 58.3% = 41.7%.

Partial tests are used to understand whether each variable (X1, X2) has an influence on (Y). The following are the results of the t test (partial) with the help of SPSS version 26.

Table 11. t Test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,178	5,540		1,657	,104
	Work Discipline	,523	,108	,525	4,856	,000

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Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Work Motivation	,337	,106	,344	3,177	,003

a. Dependent Variable: Employee Performance (Y)

Source: Data processed by the author in 2023

Based on the t-test data obtained, the following conclusions can be drawn:

Work Discipline (X1)

The results of the t-test of the discipline variable show that the calculated t> t table is 4.856> 2.010 and the sig value obtained is 0.000 <0.05. So H0 is not accepted, Ha is accepted until the conclusion is obtained that Y can be influenced by XI at the Karawang Regency Satpol PP.

Work Motivation (X2)

The results of the t-test of the motivation variable show that the calculated t> t table is 3.177> 2.010 and the sig value obtained is 0.003 <0.05. So H0 is rejected, Ha is accepted until the conclusion is obtained that Y can be influenced by X2 at the Karawang Regency Satpol PP.

F Test (Simultaneous)

The f test of independent variables (X1 and X2) is used to see whether they have a significant effect on the dependent variable (Y). This test is carried out while considering the F table value together with the calculated F value. The F table can be found through the F distribution table and a = 0.05, df1 (number of variables X-1) = 2, and df2 (n-k) = 52-2 = 50, which results in 3.183.

Table 12. F Test Results

ANOVA[a]						
Model		*Sum of Squares*	Df	*Mean Square*	F	Sig.
1	Regression	3692,520	2	1846,260	34,297	.000[b]
	Residual	2637,710	49	53,831		
	Total	6330,231	51			

a. *Dependent Variable*: Employee Performance
b. *Predictors: (Constant),* Work Discipline, Work Motivation

Source: Data processed by the author in 2023

From the results of the XII table of the F test, it can be seen that the calculated F value is 34,297> than the F table value with a value of 3.183. therefore, the calculated F> F table so that H0 is rejected and Ha is accepted. Then there is a significance value of 0.000 <0.05, then it is concluded that the performance of civil servants is simultaneously influenced by discipline and work motivation at Satpol PP.

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B. Discussion

Partial Influence of Work Discipline on Employee Performance

The results of the study showed that discipline has an impact on employee performance with a value of 0.523 or 52.3%. According to the hypothesis test, with a significance level of n (a) = 0.05: 2 = 0.025 (2-sided test) and a degree of freedom (df) of n-k-1 or 52-2-1 = 49, the results of the t-test of the work discipline variable showed that 4.856> from 2.010 and a sig value of 0.000 <0.05, indicating that H0 is rejected, Ha is accepted. This means that discipline significantly and partially affects the performance of Karawang Regency Satpol PP employees.

The results of this research are in accordance with Singodimedjo's theory in Yustini (2021:46), which states that discipline is an attitude shown by reluctance and reluctance to follow and obey applicable environmental rules. This theory states that good discipline helps achieve organizational goals faster. individuals who have a high level of self-discipline are motivated to take certain steps based on their own opinions. Karawang Regency Satpol PP employees use discipline skills in controlling problems and taking action to achieve a goal.

The above research is also in line with research (Fadillah and Nasution, 2022) which states that partially discipline has a positive and important influence on employee performance. Improving discipline is a way to increase growth and expand the development of organizational hierarchy in carrying out work both as a team and individually. As a result, better performance will result from a deeper understanding of discipline, as evidenced by their ability in time management, performance, and organization.

Partial Influence of Work Motivation on Employee Performance

Research findings state that work motivation has an impact on employee performance with a value of 0.337 or 33.7%. Based on the hypothesis test with a significance level of n (a) = 0.05: 2 = 0.025 (2-sided test) with a degree of freedom (df) of n-k-1 or 52-2-1 = 49, the results of the t-test of the motivation variable show that 3.177> from 2.010 with a sig value of 0.003 <from 0.05, then H0 is not accepted and Ha is accepted. Therefore, the level of motivation of Karawang Regency Satpol PP employees has a very significant effect on their performance level.

This study is in accordance with Hasibuan's theory (2019), which explains that motivation talks about how to encourage employees to work hard while trying their best. The result of how a person interacts with a particular situation is known as motivation.

The findings of this research are in line with (Maisyuroh & Ubaidillah, 2023) which states that employee motivation has a positive and important impact on the performance of Sidoarjo Motor Shop workers. With a variable significance level below 0.05, previous research supports the current research. Therefore, it can be concluded that there is a relationship between the level of employee motivation and their performance at Satpol PP Regency.

Simultaneous Influence of Work Discipline and Motivation on Employee Performance

Based on the test results, it shows that there is an influence between discipline and motivation on employee performance simultaneously with a significance level of n (a) = 0.05, df1 (number of variables X-1) = 2, and df2 (n-k) or 52-2 = 50, then the F table is obtained =

3.183. from table XI of the F test results (simultaneous), it can be seen that the calculated F value of 34.297> than the F table value of 3.183. Therefore, the calculated F> F table so that H0 is rejected and Ha is accepted.

Therefore, the conclusion is obtained that performance can be influenced simultaneously by discipline and motivation. The description of the results of the determination coefficient between discipline and motivation on employee performance is 0.583 or 58.3%. So it can be concluded that the magnitude of the influence of discipline and motivation on the performance of unit employees is 58.3% and the rest (100% - 58.3% = 41.7%) is influenced by other factors that have not been studied. The results of this research are in line with the results of the study (Nor Diana Agustika & Lili Supriyadi, 2023) which states that discipline and motivation have a simultaneous effect on employee performance during the Covid-19 pandemic. It is concluded that optimizing discipline and motivation is very necessary, so that performance in managing the organization is better in facing increasingly complex challenges and performance problems in the future.

CONCLUSION

The research and discussion discussed in the previous chapter showed that the discipline, motivation, and performance of civil servants in the Karawang Regency Satpol PP were categorized as good. The research results also showed that both variables, both partially and simultaneously, had a positive and significant impact on the performance of civil servants in the Karawang Regency Satpol PP Environment. It is recommended that Karawang Regency Satpol PP employees further improve their work discipline because it is one of the most important elements that has an influence on organizational performance.

In order to develop further, employees are advised to improve their understanding of disciplinary tools such as attendance, alertness, obedience to work rules, a high sense of responsibility, and a code of ethics at work. How organizational performance is influenced by motivation, Satpol PP employees must be motivated to do side jobs or part time so that employees get additional income, greater income, without disrupting their main job. As a result, employees will be more motivated and more disciplined in working, allowing them to make better financial plans in the future. This is important to improve organizational performance along with increasing employee performance.

It is hoped that the results of this study will help the Karawang Regency Satpol PP office pay attention to and develop work discipline and motivation. They can also use it as a reference to consider other things that need to be considered by the office and employees, such as leadership style, work environment, and turnover intentions. In order for the research to be comparable and updated, the researcher suggests expanding the population and number of research samples. The researcher hopes that other researchers will expand this study by using different research models than before, such as the SEM (Structural Equation Model) and PLS

(Partial Least Square) models. It is hoped that this research will produce new findings that will help advance science.

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