

The Effect Of Work Motivation And Work Discipline On Employee Performance At PT. Dian Swastatika Sentosa Tbk Karawang

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ABSTRACT

Submitted: **Purpose of the study** — This study aims to analyze the effect of work motivation and work discipline on employee performance at PT Dian Swastatika Sentosa Tbk.
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Research method—The method used is descriptive quantitative verification with multiple linear regression analysis using SPSS version 25, involving 61 respondents.

Accepted: **Result**— The results of the study indicate that work motivation (X1) has a significant positive effect on employee performance with a regression coefficient value of 0.504,
12-01, 2024

Published: while work discipline (X2) also has a significant positive effect with a regression coefficient of 0.436. Overall, the regression model shows an R² value of 0.89, indicating that 89% of employee performance variability can be explained by the two independent variables.
05-28, 2025

Conclusion— This study concludes that increasing work motivation and work discipline is very important to improve employee performance. The practical implications of this study indicate the need for companies to implement strategies to increase motivation and discipline in order to achieve optimal performance.

Keywords: Work Motivation, Work Discipline, Employee Performance.



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INTRODUCTION

Human resources are a very important factor for both companies and small organizations (Ahmad Yusup, Budi Rismayadi 2023). In addition, human resources are the most important part of the company. Companies must have employees with knowledge and high skills so that management activities run smoothly. They are also required to try to manage the business as optimally as possible to improve employee performance. Output, or work performance, both in quality and quantity, achieved by human resources within a certain

schedule when carrying out the tasks assigned to them (Idrus, Hakim, and Kamaruddin 2021). PT Dian Swastatika Sentosa Tbk, also known as DSS, is a well-known company in Indonesia that works in several industries such as power generation, coal mining and trading, wholesale trade, infrastructure, and multimedia. The location of PT Dian Swastatika Sentosa Tbk is Jl. Wirasaba, Adiarsa, Karawang, West Java. PT Dian Swastatika Sentosa Tbk has several branches throughout Indonesia, but its head office is at Sinar Mas Land Plaza in central Jakarta (Yudha, 2019). When conducting observations for the study, it was found that many employees of PT Dian Swastatika Sentosa Tbk had a C work assessment and even increased every year.

Table 1. Employee Performance Assessment Table

Year	A Value	B Value	C Value
2022	25 People	14 People	22 People
2023	26 People	12 People	23 People

Source: PT Dian Swastika Sentosa Tbk

Based on the performance assessment table, it can be seen that PT Dian Swastika Sentosa Tbk has not yet achieved the expected production target. There are three assessment categories, namely grade A, Grade B, and Grade C. Grade A is given to employees who achieve or exceed 100% of the production target, Grade B is given to employees who achieve between 80% and 99% of the production target, and grade C is given to employees who achieve less than 80% of the production target. Although the number of employees with Grade A increased from 15 people in 2022 to 19 people in 2023, there was a significant increase in the number of employees with Grade C, from 24 people to 26 people. This shows that, despite improvements, many employees still have not achieved the expected performance, so that the achievement of the production target only reached 89% of the 100% target. This situation indicates the need for greater efforts to improve the quality of employee performance in the future (Nurhasanah and Rizka Akbar 2023).

Based on the results of direct observations of employees of PT Dian Swastika Sentosa conducted directly by researchers, one of the factors that decreases employee performance is work motivation. In a company, superiors must provide motivation to their employees, but they often do not do so and do not provide good examples, which causes their superiors not to understand the behavior of their employees and not to understand their abilities and expertise. As a result employee performance continues to decline in honesty, resulting in a lack of employee responsibility to complete their work, which has an impact on their abilities and achievements in the workplace (Lestari, Pertiwi, and Yuliawati 2022).

Researchers conducted a mini-research with the following statements:

Table 2. Mini-Research Statement

Statement 1	Employees are happy to have additional tasks
Statement 2	Doing their coworkers' tasks happily
Statement 3	Leaders who pay attention to employee needs

Statement 4	Leaders do not value employee suggestions
Statement 5	Giving additional tasks without compensation

After conducting mini research, the following results were obtained:

Table 3. Employee Motivation Table:

No	Not good	Good
1	10 People	5 People
2	12 People	6 People
3	8 People	3 People
4	9 People	4 People
5	15 People	7 People

Source: Researcher 2024

The table above shows that leaders do not pay attention to employee needs, pay less attention to employee suggestions, are reluctant to work on tasks with coworkers, and employees are not happy to accept additional tasks without compensation. Having thoughts, feelings, and desires that can influence negative attitudes must be avoided immediately, even though employees are the actors who help achieve goals. Leaders must continue to motivate their employees to maintain this positive attitude (Haryanto, Rismayadi, and Pertiwi 2023).

The results of further observations of PT Dian Swastika Sentosa which were carried out directly by researchers, apart from motivation, the next factor that is a problem with employee performance is work discipline. If employees are disciplined at work, they tend to carry out all their activities in accordance with the rules, standards, and tasks and responsibilities given to them. Compliance with the rules and work standards that have been set by management guarantees the success of achieving goals, which in turn will have an impact on the overall performance of the organization (Agus Dwi Cahya, Ocsalino Damare, and Catur Harjo 2021).

Table 4. 2023 Attendance Table

Month	Sick	Alfa (Not Entering Without Information)	Permission
January	60 People	20 People	10 People
February	50 People	20 People	15 People
Mart	45 People	25 People	20 People
April	55 People	30 People	10 People
Mei	70 People	40 People	25 People
June	65 People	35 People	15 People

Source: Researcher 2024

The table above shows that the number of employees who were absent from work without a reason was highest in May, and the lowest in January. The emergence of a significant increase in the number of absences from January to May shows an attitude that lack of discipline can lead to a decrease in work levels. There are no clear sanctions applied by the company, so employees feel it is reasonable to be absent from work without giving a reason. From this description, it can be said that discipline is a way for organizations to survive. Employees will be highly disciplined to comply with all regulations so that work can be carried out according to plan (Yulandri 2021).

Adjusting the research conducted by (Dwiyanti, 2020) shows that work motivation and work discipline have no impact/are not significant on the performance of PT employees. PG. Krebet Baru, as well as research conducted by (Siregar, Effendy, and Ritonga 2022) shows that motivation and work discipline have an effect on the performance of PTPN III Rantauprapat employees. In accordance with the explanation above, also considering how important motivation and discipline are to increase employee performance levels, researchers are interested in conducting research entitled "The Effect of Work Motivation and Work Discipline on Employee Performance at PT Dian Swastatika Sentosa Tbk Karawang". The objectives of the study are:

1. To determine the effect of work motivation partially on performance at PT Dian Swastatika Sentosa Tbk Karawang.
2. To determine the effect of work discipline partially on performance at PT Dian Swastatika Sentosa Tbk Karawang.
3. To determine the simultaneous effect of work motivation and work discipline on employee performance at PT Dian Swastatika Sentosa Tbk Karawang.

LITERATURE REVIEW AND HIPOTESYS DEVELOPMENT

A. LITERATURE REVIEW

Human Resource Management

Human resources are something that needs to be built seriously by the company. According to (Nur et al. 2023) human resource management is the planning, organizing, coaching and supervision of human resource activities, procurement, development, compensation, integration, maintenance and release in order to achieve various personal, organizational and community goals.

According to (Nurhaeda et al. 2022) said that Human Resource Management is an ongoing process designed to provide organizations and groups or organizations with personnel who adjust so that they can be positioned in portions and places by adjusting when the organization needs it.

Meanwhile, according to (Anastasia and Widiawan 2023) stated that Human Resource Management is a continuous stage aimed at supplying an organization or company with the right parties to be positioned in positions and positions precisely when the organization needs it.

Based on the various definitions above according to experts, it can be synthesized that human resource management (HRM) is the main and most important asset in the process of achieving goals determined by implementing management and operational functions so that company goals can be achieved properly.

b. Organizational Behavior

The research emphasizes the importance of understanding the dynamics of social interaction in the workplace to increase organizational effectiveness.

1. Work Motivation

According to (Nurhasanah and Rizka Akbar 2023) motivation is a set of beliefs and attitudes that motivate people to complete specific tasks according to their own goals. Motivation is the willingness to make efforts to be able to adjust the needs of the organization, namely accompanied by the ability of the effort to satisfy the needs of a number of individuals. According to (Caissar et al. 2022) Motivation in work is the drive from within oneself to move and align oneself in order to complete tasks with the achievement of goals, namely full awareness, enthusiasm, and responsibility.

According to (Nurhaeda et al. 2022) work motivation is a form of encouragement that appears in a person to try to achieve certain goals related to work. This motivation can come from needs, desires, or hopes, which then encourage individuals to act in order to achieve the desired results in their work.

From the various definitions above, it can be synthesized that work motivation is a factor that encourages individuals to work better. Herzberg distinguishes work motivation into two categories: motivational factors, which drive job satisfaction and achievement, and hygiene factors, which although do not directly increase motivation, if ignored can cause dissatisfaction at work.

Work Motivation Indicators in this study use (Hasibuan and Silvya 2019) as follows:

- 1) Physical needs are physical needs that arise in a company, for example employee needs for salaries, uniforms, and other things.
- 2) Safety and health needs are safety needs, for example health benefits, accident benefits, climate, and working conditions.
- 3) Social needs are social needs, for example employee relationships with superiors, employee relationships with coworkers.
- 4) Appreciation needs. The need for self-appreciation, such as recognition of work achievements, praise from superiors, trust from superiors, opportunities for work promotion, and awards for achievement.

2. Work Discipline

According to (Nurhasanah and Rizka Akbar 2023), it is stated that in the world of work, work discipline, namely employees can be interpreted as the attitude of employees by adjusting all the rules and regulations that apply in an organization, such

as coming and going home according to time, carrying out all work well, or not being absent from the tasks given.

According to (Suryadi 2020) said that employee discipline is a form of training with an effort to improve and create knowledge, attitudes and behavior of employees so that each employee is willing to work cooperatively with these employees and also increase their level of work achievement.

While the thoughts of (Desi, Djazuli, and Choiriyah 2022) say that employee discipline is a person's behavior towards regulations, work procedures that appear or discipline is an attitude, behavior, and actions by adjusting to the regulations of the organization, both written and unwritten. From the various definitions above, it can be synthesized that work discipline is a tool used by managers to interact with their employees regarding readiness to change behavior, as well as an effort to increase the level of awareness and willingness of parties to comply with all company rules and social norms that are determined.

The work discipline indicators in this study also use the theory (Wulansari, Santoso, and Pristi 2022) as follows:

- 1) Obey the schedule rules. Judging from the work schedule, work hours and break schedules, namely punctuality in accordance with the rules that apply in the organization.
- 2) Obey the rules of the organization. Rules based on how to dress, and behavior at work
- 3) Obey his behavior at work. Shown in ways to carry out his duties according to his position, duties, responsibilities and how he relates to other work units.
- 4) Obey other rules. Rules related to what can and cannot be implemented for employees in the organization.

3. Employee Performance

Torang in (Mujanah 2020) stated that Performance is the quantity or quality of individual or group work achievements in an organization when carrying out main tasks and functions with guidelines in its norms, standard operating procedures, criteria and measurements that have been set or that apply in the organization. Meanwhile, according to (Nur and Fanji 2023) employee performance is the achievement of work with quality and quantity achieved by an employee in completing his duties according to the responsibilities given to him. Meanwhile, according to (Muna and Isnawati 2022) the definition of performance is a record of achievements made for specific work functions or activities within a specified time period.

Adapting the expressions of experts, it can be synthesized that employee performance is something that employees obtain or work achievements that can be reviewed from the quality, quantity and ability that has been achieved when completing

tasks and responsibilities given within a specified time period. Employee Performance Indicators in this study use Hasibuan in (Idrus et al. 2021) namely the following:

1. Quality of work
2. Quantity of work
3. Punctuality
4. Effectiveness
5. Independence
6. Responsibility
7. Teamwork
8. Initiative
9. Leadership
10. Behavior.

B. HYPOTESIS DEVELOPMENT

H1: The emergence of the influence of work motivation with partial on performance.

This hypothesis proposes that work motivation has a positive and significant influence on employee performance. Employees who have high motivation tend to show better performance, because of the internal drive to achieve the work goals that have been set.

H2: There is an influence of work discipline with partial on performance.

This hypothesis states that work discipline will have a positive and significant influence on employee performance. Employees who are disciplined in carrying out their duties and complying with work rules will have better performance compared to those who are less disciplined.

H3: There is an influence of work motivation and work discipline simultaneously on employee performance.

This hypothesis proposes that work motivation and work discipline simultaneously have a positive and significant influence on employee performance. The combination of high motivation and good discipline will improve overall performance, creating a productive and efficient work environment.

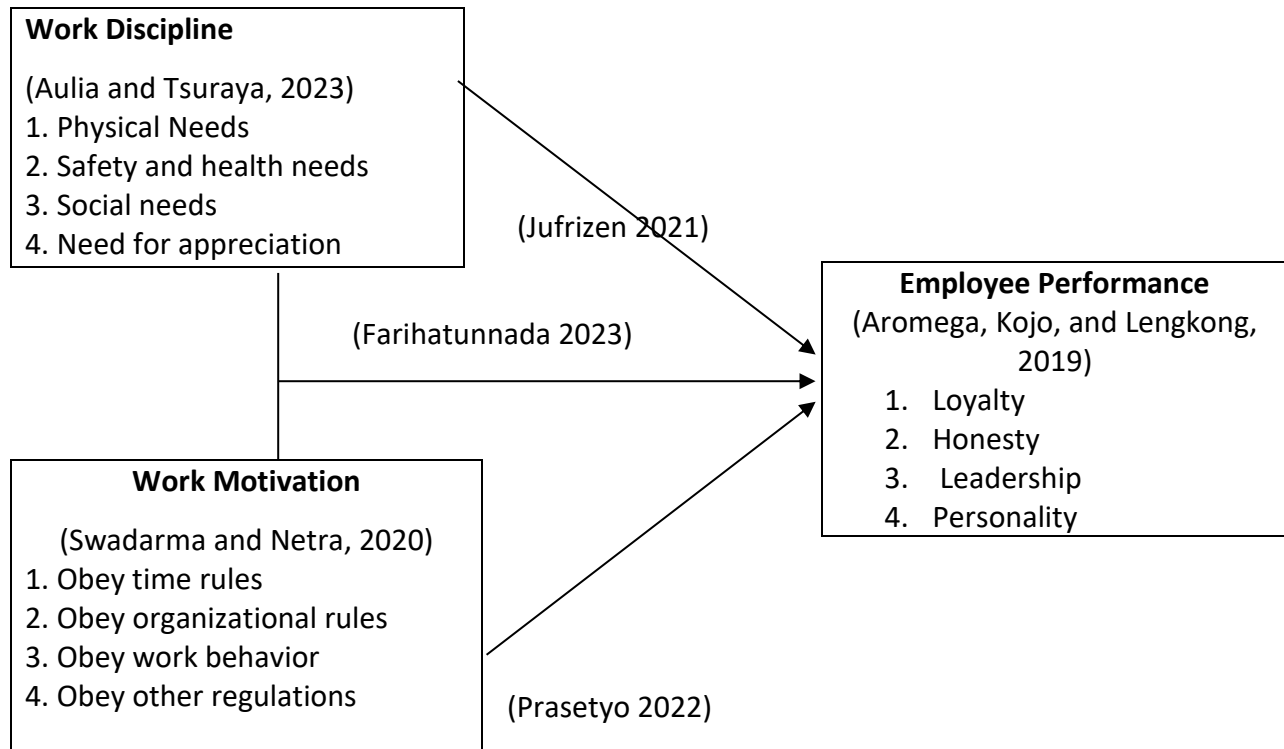


Figure 3. Research Model

METHOD

This study uses a quantitative descriptive verification method. According to Enjel et al., (2022) quantitative research methods are used to research specific populations or samples, data collection using research instruments, data analysis is quantitative/statistical. Until finding results such as validity testing, reliability testing, normality testing, multicollinearity testing, heteroscedasticity testing, hypothesis testing, T-test and F-test. Collected through a closed questionnaire with a population of 61 people and a sample of 61 respondents. The sampling technique used is saturated sampling. The research was conducted at PT Dian Swastatika Sentosa Tbk on Jl. Wirasaba, Karawang, 41313. The research period took place from April to July 2024.

RESULTS AND DISCUSSION

A. RESULTS

Validity Test Results of Work Motivation, Work Discipline and Employee Performance Variables

The validation analysis of the research instrument items in the form of a questionnaire on SPSS also received approval from expert validators. The validity calculation was

carried out using SPSS with three variables, the first of which was the independent variable X1 (Work Motivation), variable X2 (Work Discipline) and the dependent variable Y (Employee Performance). The independent variables X1 and X2 contained 15 question items each and were tested for 61 respondents and the dependent variable Y contained 15 question items tested for 61 respondents.

Table 5. Validity Test Results

No	X1	X2	Y	R table	Information
1	0,567	0,492	0,525	0.248	Valid
2	0,351	0,858	0,547	0.248	Valid
3	0,525	0,888	0,633	0.248	Valid
4	0,443	0,796	0,614	0.248	Valid
5	0,408	0,796	0,614	0.248	Valid
6	0,606	0,520	0,599	0.248	Valid
7	0,635	0,888	0,598	0.248	Valid
8	0,574	0,898	0,573	0.248	Valid
9	0,267	0,848	0,617	0.248	Valid
10	0,311	0,888	0,592	0.248	Valid
11	0,420	0,796	0,633	0.248	Valid
12	0,348	0,325	0,436	0.248	Valid
13	0,252	0,572	0,513	0.248	Valid
14	0,331	0,796	0,570	0.248	Valid
15	0,252	0,414	0,584	0.248	Valid

Source: Researcher 2024

Adjusting the table above until it can be seen that all statements for the research variables have valid status, because the rcount value (Person Correlation)> critical value of 0.248.

Reliability Test

Reliability test results for work motivation, work discipline and employee performance variables. Reliability is an index that displays the extent to which a measuring instrument can be relied on or trusted to show the consistency of a measuring instrument in measuring similar symptoms.

Table 6 Reliability Test Results

Reliability Statistics		
Variabel	Cronbach's Alpha	N of Items

Reliability Statistics		
Variabel	Cronbach's Alpha	N of Items
X1	.725	15
X2	.947	15
Y	.893	15

Source: Researcher 2024

Adjusting the table above, the reliability test was carried out for the statement items with the statement being declared valid. In the variable, it is carried out reliably or reliably when the response to the question is always consistent. So that the results of the reliability coefficient of Work Motivation, Work Discipline and Performance, in fact have a "Cronbach's Alpha" value exceeding 0.60, which means that the three instruments are reliable or meet the requirements

Classical Assumptions Tested

Normality Test

The normality test is carried out with the aim of assessing whether the research data is normally distributed or not.

**Table 7. Normality test
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		61
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.76873619
Most Extreme Differences	Absolute	.083
	Positive	.083
	Negative	-.073
Test Statistic		.083
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Source: Researcher 2024

Adjusting the table above shows the results of the normality test with the Kolmogorov-Smirnov Test of Normality. Where, in the table, the probability value is 0.200. This result shows that the value is more than 0.05 ($0.200 > 0.05$). So it can be concluded that the data used in this study also has a normal regression model or is normally distributed.

Multicollinearity Test

Table 8. Multicollinearity Test Results

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	6.547	12.562		.521	.604		
	TOTAL_X1	.504	.151	.362	3.335	.001	.962	1.040
	TOTAL_X2	.436	.088	.535	4.923	.000	.962	1.040

a. Dependent Variable: TOTAL_Y

Source: Researcher 2024

Adjusting the table above, it displays the results of the multicollinearity test of the research variables. Where, in the table, the tolerance value of each independent variable in this study is 962 and the VIF value is 1,040. These results provide an illustration, namely that there is no correlation between the independent variables in a regression model because the tolerance value of each variable is > 0.10 and $VIF < 10$ ($0.962 > 0.10$) and ($1.040 < 10$).

Heteroscedasticity Test

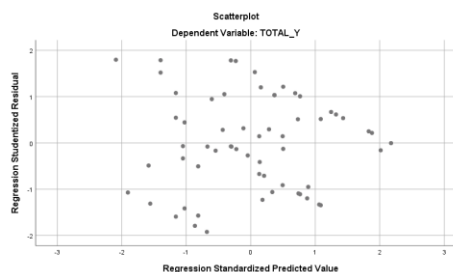


Figure 1. Heteroscedasticity Test

Source: Researcher 2024

There is no clear pattern in the points, they are irregular and also appear to have regular patterns such as waves, narrowing, or widening symptoms of heteroscedasticity (Sahid 2021).

Descriptive Statistical Analysis

Descriptive analysis provides a view related to the characteristics of each variable in the study in terms of the number of samples, minimum value, maximum value, average assessment (mean) and standard deviation of each variable. The results of the descriptive statistical analysis test in this study:

Table 9. Descriptive Analysis Test Results

Descriptive Statistics						
	N	Minimum	Maximum	Mean	Std. Deviation	Variance
TOTAL_X1	61	60	73	65.62	3.337	11.139
TOTAL_X2	61	60	75	67.67	5.703	32.524
TOTAL_Y	61	60	75	69.11	4.644	21.570
Valid N (listwise)	61					

Source: Researcher 2024

Based on the table above, the results of the descriptive statistical test show that the number of N is around 61 employees. The Work Motivation variable (X1) has a minimum value of 60, a maximum value of 73, an average value (mean) of 65.62 and a standard deviation of 3,337. The Work Discipline variable (X2) has a minimum value of 60, a maximum value of 75, an average value (mean) of 5,703, and a standard deviation of 5,703. The Employee Performance variable (Y) has a minimum value of 60, a maximum value of 75, an average value (mean) of 69.11, and a standard deviation of 4,644.

Multiple Linear Analysis Results Test

Table 10. Multiple Linear Regression Analysis Test Results

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	6.547	12.562		.521
					.604

TOTAL_X1	.504	.151	.362	3.335	.001
TOTAL_X2	.436	.088	.535	4.923	.000

a. Dependent Variable: TOTAL_Y

Source: Researcher 2024

Adjusting the test results above, a regression equation question can be developed, namely the following = $Y = 6.547 + (0.504) + (0.436)$. Adjusting the equation above, it can be explained as follows:

- The constant value of 6.547 is also positive, meaning that when the Work Motivation variable (X1) and Work Discipline (X2) have a value of zero or constant, the value of the Employee Performance variable (Y) is 6.547
- The regression coefficient X1 of 0.504 is stated, namely that each increase of one unit in the Work Motivation variable will increase the Employee Performance variable by 0.504 and vice versa, if the Work Motivation variable decreases by 1 unit, the Employee Performance variable will decrease by around 0.504. On the assumption that the other independent variables remain the same. The positive coefficient value (0.504) shows that Work Motivation for Employee Performance has a positive impact.
- The regression coefficient X2 range of 0.436 is stated that every one unit increase in the Work Discipline variable, will increase the Employee Performance variable by 0.436 and vice versa, when the Work Discipline variable experiences a decrease of 1 unit, the Employee Performance variable experiences a decrease in size of 0.436. On the assumption that the other independent variables remain constant. The positive coefficient value (0.436) shows that Work Discipline for Employee Performance has a positive impact

Analysis of the Determination Coefficient

Table 11. Results of the Determination Coefficient Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.884 ^a	.642	.619	6.833

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

b. Dependent Variable: TOTAL_Y

Source: Researcher 2024

Adjusting the calculation of the determination coefficient above, showing an acquisition of 0.619 can be interpreted as Work Motivation and Work Discipline can have a simultaneous impact on Employee Performance of 61.9% and 38.1% due to other factors.

Table 12. t Test Result

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	6.547	12.562		.521	.604
	TOTAL_X1	.504	.151	.362	3.335	.001
	TOTAL_X2	.436	.088	.535	4.923	.000

a. Dependent Variable: TOTAL_Y

Source: Researcher 2024

It can be concluded related to the hypothesis test with the variance of each independent variable for the dependent variable, namely the following:

a. Testing the Influence of Work Motivation on Employee Performance. The results show that the value is sig 0.001 < 0.05 and the calculated t value of the Work Motivation variable is 3.335 > from T table 2.001 (df = n-k = 61-2 = 59). It can be concluded that Work Motivation has a very significant impact on Employee Performance.

b. Testing the Influence of Work Discipline on Employee Performance. The results show that the sig value is 0.000 < 0.05 and the calculated T value of the Compliance variable is 4.923 > T table 2.001 (df = n-k = 61-2 = 59). It can be concluded that Work Discipline has a very significant impact on Employee Performance.

f Test

Table 13. F-Test Results

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	441.994	2	220.997	15.041	.000 ^b
	Residual	852.202	58	14.693		
	Total	1294.197	60			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Source: Researcher 2024

The results show that the value is sig. 0.000 < 0.05 and the f-count value is 15.041 > f table 3.16 to calculate ftable, you can use the formula ($df=n-k-1=61-2-1=58$). Thus, the variables of Work Motivation and Work Discipline simultaneously and significantly affect Employee Performance.

B. DISCUSSION

Descriptive Discussion of Work Motivation

Adjusting the research findings shows that Motivation at PT Dian Swastatika Sentosa Tbk has 4 indicators and 15 statements, with a total score of 4,003 with an average of 1,001 which is in the scale range > 256.6 - 305.4 with very high criteria. This means that the work motivation felt by employees is high. While the highest indicator is "always obeying work instructions given by superiors or supervisors". While the lowest score is "obeying regulations regarding the use of company facilities" with a score of 262 on a scale range of 256 - 305 with high criteria.

Descriptive Discussion of Work Discipline

Adjusting the research results, it shows that Work Discipline at PT Dian Swastatika Sentosa Tbk has 4 indicators and 15 questions, with a total score of 4,128 with an average of 1,032 in the scale range of > 256.6 - 305.4, which is a very high criterion. This means that the work discipline felt by employees is quite high. While the highest indicator is "feeling proud and motivated to maintain a good work reputation in the eyes of colleagues and superiors". While the lowest score is "using the required personal protective equipment (PPE) when working" with a score of 271 on a scale range of 256 - 305 with high criteria.

Descriptive Discussion of Employee Performance

Based on the results of the study, it shows that employee performance at PT Dian Swastatika Sentosa Tbk has 4 indicators and 15 questions, with a total score of 4,126 on an average of 1,054 which is in the range of 256 - 305 with high criteria. This means that the performance felt by employees is good. While the highest indicator is "remaining committed to the company despite facing challenges or difficulties". While the lowest score is "feeling motivated to stay with the company in the long term" with a score of 275 on a scale range of 256 - 305 with good criteria.

Verification Analysis

The Effect of Work Motivation on Performance

Adjusting the partial test results shows that the work motivation variable has a significant positive impact on employee performance at PT Dian Swastatika Sentosa Tbk, as evidenced by the sig value of .001 <0.05 and the t-count value of the Work Motivation variable 3.335 > from T table 2.001. It can be concluded that partially the work motivation variable has an impact on the performance of employees of PT Dian Swastatika Sentosa Tbk.

The Influence of Work Discipline on Performance

Adjusting the test results with partial shows that the Work Discipline variable has a significant positive impact on the performance of employees of PT Dian Swastatika Sentosa Tbk, as evidenced by the sig value of 0.000 <0.05 and the T value of the Compliance variable 4.923 > T table 2.001. It can be concluded that partially the work discipline variable has an impact on the performance of employees of PT Dian Swastatika Sentosa Tbk.

The Influence of Work Motivation and Work Discipline on Performance

Adjusting the test results with simultaneous shows that the sig value of 0.000 <0.05 and the f value of 15.041 > f table 3.16, H_0 is rejected and H_a is accepted. It can be concluded that the Work Motivation variable and Work Discipline simultaneously have an impact on the performance of employees of PT Dian Swastatika Sentosa Tbk.

CONCLUSION

In After going through several stages of data collection, data processing, and data analysis, the following analysis results were obtained:

1. Employee Work Motivation at PT. Dian Swastatika Sentosa Tbk is categorized as high.
2. Work Discipline at PT. Dian Swastatika Sentosa Tbk is categorized as quite high.
3. Employee Performance at PT. Dian Swastatika Sentosa Tbk is categorized as good.
4. Work Motivation has a significant positive impact on employee performance at PT. Dian Swastatika Sentosa Tbk
5. Work Discipline has a significant positive impact on employee performance at PT. Dian Swastatika Sentosa Tbk
6. Work Motivation and Work Discipline simultaneously have a very significant impact on employee performance at PT. Dian Swastatika Sentosa Tbk

Implications

1. With a level of work motivation that is already quite high, the company can continue to strengthen its motivation strategy to ensure that employees remain motivated.

2. Work discipline that is quite high indicates that there is room for further improvement. Companies can consider strengthening disciplinary policies.
3. Results that show employee performance in the good category provide a strong basis for further developing training and development programs.
4. With the emergence of a significant influence of work motivation on its performance, management must consider continuing to update and adjust existing motivation strategies.
5. Companies must ensure that disciplinary rules and policies are implemented consistently to improve overall work results.
6. Developing a program that integrates increasing motivation and discipline simultaneously can provide more optimal gains in employee performance and overall company success.

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