



Performance of Village-Owned Moro Berkah's Employees: Analyzing Workplace Motivation and Workplace Discipline

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ABSTRACT

The goal of this study is to find out how employees at Moro Berkah Village-Owned Enterprise in Mororejo village, Kaliwungu district, Kendal Regency, Central Java, Indonesia, perform when motivated and disciplined at work. The unprofessional performance of employees at Moro Berkah Village-Owned Enterprise serves as the background. The independent variables in this study are work motivation and work discipline. Quantitative research is the focus of this kind of study. In order to collect data, questionnaires were distributed to forty employees. Multiple linear regression analysis was used for the data analysis. Work discipline and work motivation were found to have positive and significant effects on employee performance, according to the findings.

Keywords: Motivation at Work; Discipline at Work; Performance of employees

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INTRODUCTION

The purpose of establishing a business organization to rapidly develop as well as performing excellently, so that in the end it will gain the expected profit. Qualified human resource is the main requirement in realizing these expectations. An organization capable of managing its human resources effectively and efficiently will strongly supports the organizational goal achievement (Aesah et al., 2022; Iskanto, 2021, 2022; Iskanto et al., 2022; Syihabudin et al., 2023). The Director of Moro Berkah Village-Owned Enterprise tried the best to organize the currently available human resources.

Since the Moro Berkah Village-Owned Enterprise was officially established in July 2019, it operates 3 (three) business units utilizing the Mororejo Village potentials. The three business units are waste management, the management of the Mororejo Village football field and the management of Ngebun Beach tourism. This puts an impact on the labor absorption from the Mororejo villagers

Human resource management is one of the main programs initiated by Moro Berkah Village-Owned Enterprise leader. In regard with the relatively young organization, employee performance problem is an issue to be resolved (Adeyemi, 2022; Hidayat & Muh. Abdul Aziz, 2022; Iskanto, 2019). The director of Moro Berkah Village-Owned Enterprise should, in his or her capacity as a leader, be able to inspire employees to stick to their jobs and avoid violating Village-Owned Enterprise's laws and regulations. Using an evaluation system, he or she should also be able to direct and supervise employees to ensure that work results are in line with the plan and reduce errors and irregularities.

The researcher selected work discipline and motivation as the influencing variables for employee performance. This study's objective is to examine: 1) how employees' performance is affected by work motivation at Moro Berkah Village-Owned Enterprise; 2) how work discipline affects how well employees at Moro Berkah Village-Owned Enterprise perform;

LITERATURE REVIEW

Employee Performance

The company's expected goals are determined by employee performance. Allah SWT has said in the Qur'an, Surah An-Nahl verse 97 which means: "To whoever, male or female, does good deeds and has faith, We shall give a good life and reward them for the better of their actions". Besides, the Surah Al Jumu'ah verse 10 which means: "Once the prayer is over, disperse throughout the land and seek the bounty of Allah. And remember Allah often so you may be successful." Both of these verses explain that the purpose of a muslim is to work and to seek Allah's Ridha and also to get quality and wisdom from the gained result. If those two are used as the principle for working, then a good working performance will be made.

According to Illanisa et al (2019) performance is defined as an employee's work result or performance in accordance with assigned responsibilities while employed by a company. Meanwhile, (Astono et al., 2021) argued that an employee's performance is the end result of a work process they carried out over a certain period of time, utilizing their ideas and efforts to achieve the work goals of an organization. The company's or institution's performance improves with employee performance. Another expert argued that employee performance is work achievement, that is a comparison between work results performed by the employee and work standards set by the organization. (Dayani & Kadang, 2020). Indicators on employee performance include the amount of work done, the quality of the work done, completing all workload in time, the level of attendance during the work and the capability to collaborate with superiors or any party. (Wilson Bangun (2012) dalam Illanisa et al., (2019).

Work Motivation

A Director of a Village-Owned Enterprise must be able to motivate his employees in such a way as to influence their discipline in order to fulfill their responsibilities and avoid violating Village-Owned Enterprise laws or regulations. They must also be able to direct and supervise with the help of an evaluation system to make sure that the results of the work are in line with the plan and to cut down on mistakes and irregularities. Al-Qur'an Surah Ar-Ro'du verse 11 says "Indeed, Allah will not change the condition of a people until they change what is in themselves.". Also, Qur'an Surah An-Najm verse 39 that means "And that there is not for man except that [good] for which he strives". These two verses motivate Muslims to work to change their fate and obtain maximum results.

According to Astono et al. (2021), employees will be motivated to carry out their responsibilities if they are motivated to do so by both themselves and the environment in which they work. People's drive to do their jobs better at work is known as work motivation. It is a very important source of emotional energy for anything new, and it can often mean the difference between success and failure. Astono et al. (2021) also stated that the factors influencing work motivation consists of individual and organizational factors. Individual factors are namely needs, goals, attitudes and abilities. Organizational factors include pay or salary, coworkers, job security, supervision, appreciation, and the work itself. As a result, individual factors' dimensions include indicators of needs, goals, attitudes, and abilities while organizational factors' dimensions include payment or salary, job security, peer relations, supervision, appreciation, and the work itself..

Mahpudin & Purnamasari (2018) defined motivation as a drive to increase efforts in achieving organizational goals, within the limits of the ability to satisfy one's needs. From this definition, it is said that motivation becomes a very important part that underlies an individual or someone in doing something or achieving certain desired goals. To motivate employees, company leaders must know the motives and motivations desired by employees. It should be underlined that one of the reasons for

someone to work is that they want to fulfill their needs, as stated by Maslow that there are five levels of needs that motivates employees to work to achieve a performance (job achievement) for employees, namely physical needs, security and safety needs, social needs, esteem needs, self-actualization needs (Mahpudin & Purnamasari, 2018).

According to Gomes which Kadarisman, (2012) cited, individual and organizational factors play a role in workplace motivation. Needs, objectives, attitudes, and abilities are all categorized as individual factors. In contrast, organizational factors include pay and benefits, job security, coworkers, management, appreciation, and the job itself. The dimensions of organizational factors include payment/salary, job security, coworker relations, supervision, appreciation, and the job itself. Individual factors like needs, goals, attitudes, and abilities make up the dimensions of work motivation factors..

Work Discipline

Work discipline is another consideration when striving for performance. Islam has taught to respect time for self-discipline for Muslims. Qur'an Surah Al-Ashr verse 1 – 3 which means "By time, Indeed, mankind is in loss, Except for those who have believed and done righteous deeds and advised each other to truth and advised each other to patience.". Also, Qur'an Surah Al-Insyirah verse 7 which means "Therefore, when thou art free (from thine immediate task), still labour hard. So when you have finished (your duties), then stand up (for worship)." A good Muslim must optimally use their time solely to worship Allah SWT. In order to foster employee's discipline, time management is needed to improve their quality.

According to Sinambela (2016) in Julied Mery Chrismes Siregar , Meri L & Rostina, (2021) A willingness to follow the rules of the organization that comes with awareness is discipline. Work discipline is the behavior of employees who always try to do their work well and follow the company's rules. When employees break the rules, they are willing to take any form of punishment. According to Hasibuan (2014) in Julied Mery Chrismes Siregar , Meri L & Rostina (2021), Basically there are various indicators affecting the employee's level of discipline in an organization, namely: 1) remuneration, 2) Human relations, 3) Fairness, 4) Firmness, 5) Punishment/sanctions, 6) Leadership exemplary.

While work discipline according to Illanisa et al. (2019) is employees behavior who always try to do all their work well and obey all the rules that exist in the company and employees are willing to accept all forms of punishment if they violated their obligations. There are 3 (three) work discipline indicators according to Hasibuan (2016) in Illanisa et al. (2019), that are 1) Leadership Exemplary, 2) Purposes and Capability 3) Attached Supervision.

Sastrohadiwiryo (2013) argues that work discipline is an attitude of respect, appreciation, and obedience to written and unwritten rules that can be carried out and not evaded in the event of duties and authority violations. As a result, the dimensions of work discipline include complying with working hours, being on time, and understanding the applicable regulations. Effective indicators of work hours, work spirit, attitude, and personality are all components of high morale.

Framework of Thinking and Hypothesis

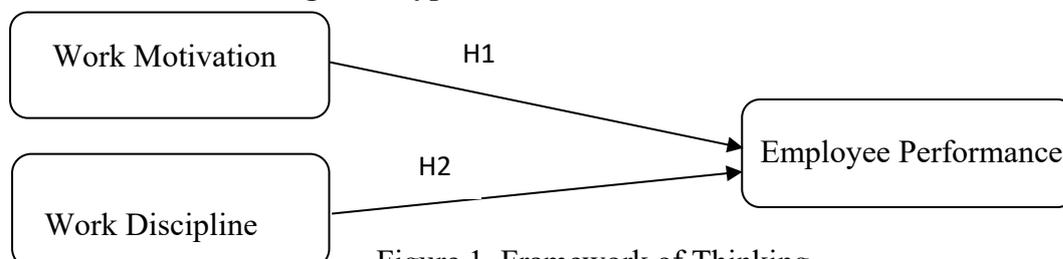


Figure 1. Framework of Thinking

Based on the statements of the problems and the presented theories, the hypothesis of this research is:

H1 : It is anticipated that *Moro Berkah* Village-Owned Enterprise of Mororejo Village, Kaliwungu, Kendal's performance is significantly influenced by work motivation

H2 : At *Moro Berkah* Village-Owned Enterprise of Mororejo Village, Kaliwungu, Kendal, it is anticipated that employee work discipline and performance have a positive and significant impact.

METHOD

Quantitative research is an objective and scientific research method in which the data obtained are in the form of numbers (score values) or statements that are assessed and analyzed using statistical analysis. This is an Ex-post facto study, which examines events that have already taken place and then looks back to determine the factors that contributed to them.

The population in this study were employees of Moro berkah Village-Owned Enterprise at Mororejo Village, Kaliwungu District, Kendal Regency, consisting of 40 people. The sampling used census method, where all the population is sampled in this study. The data source is primary data, through distributing questionnaires to all Moro berkah Village-Owned Enterprise employees as the respondents in this study. Additionally, this study makes use of secondary data gathered through library research of problem-related references, company records, and journals that discuss the variables.

Statistical Analysis

Instrument test was carried out on Moro berkah Village-Owned Enterprise employees by conducting reliability tests and validity tests. According to Ghazali (2015), a questionnaire is reliable if Cronbach Alpha $> 0,6$. While according to Sugiyono (2010), If the correlation of each factor is positive and the amount is 0,4 or above then the factor is a strong construct. Therefore, it is said that the instrument has a good construction validity.

To determine the effect of work motivation, work discipline on employee performance, multiple regression analysis technique is used (Ghozali, 2015).

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

Where:

Y = Employee Performance

a = Constant

β_1 -2 = independent variable regression coefficient

X1, X2, = work motivation and work discipline

e = Standard error.

RESULT AND DISCUSSION

The Table 1 below shows the results of the validity test and reliability test:

Table 1. Validity Test and Reliability Test

Variable	Indicator	Loading Factor		Description
		Count	Constant	
Work Motivation	X1-1	0.763	0.40	Valid
	X1-2	0.636	0.40	Valid
	X1-3	0.701	0.40	Valid
	X1-4	0.673	0.40	Valid
	X1-5	0.717	0.40	Valid
	X1-6	0.703	0.40	Valid
	X1-7	0.655	0.40	Valid
	X1-8	0.695	0.40	Valid
	X1-9	0.712	0.40	Valid
Work Motivation (X1), Cronbach's alpha = 0.723				Reliable
Work Discipline	X2-1	0.812	0.40	Valid
	X2-2	0.747	0.40	Valid
	X2-3	0.786	0.40	Valid
	X2-4	0.815	0.40	Valid
	X2-5	0.739	0.40	Valid
	X2-6	0.784	0.40	Valid
	X2-7	0.781	0.40	Valid
	X2-8	0.762	0.40	Valid
	X2-9	0.769	0.40	Valid
Work Discipline (X2), Cronbach's alpha = 0.799				Reliable
Employee Performance	Y-1	0.683	0.40	Valid
	Y-2	0.669	0.40	Valid
	Y-3	0.635	0.40	Valid
	Y-4	0.651	0.40	Valid
	Y-5	0.648	0.40	Valid
	Y-6	0.654	0.40	Valid
	Y-7	0.588	0.40	Valid
	Y-8	0.640	0.40	Valid
	Y-9	0.639	0.40	Valid
	Y-10	0.642	0.40	Valid
	Y-11	0.638	0.40	Valid
Employee Performance (Y), Cronbach's alpha = 0.668				Reliable

Source: Processed primary data, 2021

A questionnaire is valid if it is capable of measuring the intended measurement and reveal the data from the studied variable in an accurate way. If a questionnaire item's loading factor is greater than 0,4, as shown in table 1, the item is valid. The reliability test, on the other hand, is an index for determining the dependability of a measurement instrument. The reliability test, which is based on table 1, reveals that the count is greater than 0,6. Then every variable is trustworthy. The researcher also took a regression analysis, with the following result:

Table 2. Summary of Analysis Regression Result

Regresi Equation	Adjust R ²	Anova		Standardized Coefisien		Description
		F	Sig	Beta	Sig	
	0.413	13.003	0.000			
Work Motivation towards Employee Performance				0.283	0.001	<i>Hypothesis is Accepted</i>
Work Discipline Towards Employee Performance				0.402	0.018	<i>Hypothesis is Accepted</i>

Regression Equation

to determine how the independent variable (work motivation and work discipline) affects the employee performance dependent variable

On the basis of table 2 above, the following can be explained:

- Employee performance is positively influenced by the work motivation variable, so if an employee is more motivated to work, their performance will also improve.
- Work discipline has a positive effect on employee performance, so if there is more discipline, there will also be more performance.
- Based on the work discipline coefficient value, which is 0.402, it can be seen that employee performance is more influenced by work discipline than by work motiva

In this study, the fit of the model is checked with the F test; If Sig is less than 0.05, a model is considered fit.. Work discipline and work motivation as well as their combined effects on employee performance in the Model Fit Test. Based on table 2's analysis With sig, it is evident that the value of F equals 13,003. 0.000 so that the chosen research model is fit can be determined.

Hypothesis testing was used to examine how each independent variable affected the dependent variable.. The tested hypothesis will be accepted if the test meets the criteria of 0.05.

a. I, Hypothesis

The first hypothesis asserts that employee performance is significantly and positively impacted by work motivation. According to table 2, work motivation has a beta value of 0.283 with a sig. hypothesis I is **accepted** because a value of 0.001, or less than 0.05, indicates a correlation between employee performance and work motivation.

b. II, Hypothesis

The second hypothesis asserts that discipline at work has a significant and positive impact on employee performance. Work discipline has a beta value of 0.402 and a sig, as shown in table 2. Value of 0.018 or less than 0.05 indicates that hypothesis II is **accepted** because employee performance is correlated with work discipline.

CONCLUSION

Workplace motivation has a positive and significant impact on the performance of Moro Berkah Village-Owned Enterprise employees in Mororejo Village, Kaliwungu District, Kendal Regency; Consequently, employees' performance will also rise if the organization has more motivated workers. Employee performance at Moro Berkah Village-Owned Enterprise in Mororejo Village, Kaliwungu

District, Kendal Regency, is positively impacted by work discipline. Consequently, improved work discipline will also result in improved employee performance..

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