

## Analysis of the Effect of Motivation on Work Discipline During the Covid-19 Period in Indonesia

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### ABSTRACT

The purpose of this study was to determine the effect of motivation on the work discipline of employees of PT. Pioneer of the Protection of National Electrical Installations in Riau and Riau Islands Region. The research was conducted at PT. Pioneer of the Protection of National Electrical Installations in Riau and Riau Islands Region. Data analysis in this study used quantitative methods. The samples taken in this study amounted to 32 people, the result of t-count 2.746 is greater than t-table 2.042. So it can be concluded that there is a significant effect of compensation on employee work discipline, the R Square result is 0.201, this explains that compensation has an effect on work discipline of 20.1%. And the remaining 79.9% is influenced by other independent variables not examined in this study.

**Keywords:** Motivation and Work Discipline

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### INTRODUCTION

The company's success in regulating and empowering human resources which are company assets can increase income or company profits can survive in the midst of onslaught of competition with other companies. The key to the company's success in this case can not be separated from the human factor as a variable that has a very large influence and determines whether or not a company advances, but the company still gives its employees salaries below the minimum wage and is often late so that it can lead to a lack of motivation, this phenomenon makes some employees often late for entry. by reason of having to find additional income for his family (Iskamto, 2019; Iskanto et al., 2021; Rifa'i et al., 2022; Soelaiman et al., 2022). Motivation can make employees more enthusiastic at work and think creatively to increase the company's output. The form of motivation given to employees is given several facilities such as BPJS Health, BPJS Employment, K3 and lunch so that this is very helpful and makes it easier for employees and aims to motivate employees to further improve their performance. Work motivation affects one of them is the presence of employees (Agusra et al., 2021; Alhempri et al., 2021; Ansori, 2021; Basriani et al., 2021).

During the last five years the average absenteeism (Alfa) is quite high, employee absenteeism at PT. Perintis Perlindungan Instalasi Listrik Nasional Wilayah Riau Dan Kepulauan Riau show an increase in employee indiscipline at work. There is no theory that can show the certainty of the percentage of absenteeism to conclude that it is high or low, but if we look at the increase that has occurred, it can be said temporarily that it is very possible for employee absenteeism to be in the high category.

**Table 1. Data Violations and Sanctions received employees**

Violation	Penalty	2017	2018	2019	2020	2021
Light	SP, Cut Salary	32	33	34	33	30
Currently	SP, Cut Salary	6	4	4	3	3
Heavy	Dismissal	2	1	3	3	0

Based on these data, it can be seen that many employees committed minor and moderate violations. Based on the description of the background above, the research entitled "The Influence of Motivation on Work Discipline of Employees".

## LITERATURE REVIEW

### Motivation

Motivation is a driving force from within a person's heart to do or achieve a goal. Motivation can also be said as a plan or desire to achieve success and avoid failure in life. In other words, motivation is a process to achieve a goal. Someone who has motivation means that he has the power to get success in life. According to Edi Sutrisno (2010: 111), motivation is a component consisting of an internal component and an external component. The inner component is the needs to be satisfied, while the outer component is the goal to be achieved.

The forms of motivation according to Fahmi (2014) the forms of motivation are as follows:

1. Extrinsic Motivation (from outside) Extrinsic motivation arises from outside a person, then further encourages the person to build and foster a motivational spirit in that person to change all the attitudes he currently has for the better.
2. Intrinsic motivation (from within) Intrinsic motivation is the motivation that arises and grows and develops within the person, which then influences him to do something and is valuable and meaningful. Motivation in organizations according to Suwatno and Priansa (2011:172) there are 3 models of motivation, namely:
3. Traditional Models. This model implies that managers determine how jobs should be done and use an intensive pay system to motivate workers. The more you produce, the more you earn. This model assumes that workers are inherently lazy and can only be motivated by monetary rewards. In many situations this approach is quite effective.

### Motivation Indicator

According to Maslow's Theory in Mangkunegara (2016: 95) indicators of work motivation include:

1. Physiological needs, namely the need to eat, drink, physical protection, breathe, sexual. This need is the lowest level need
2. or also known as the most basic needs.
3. Safety needs, namely the need for protection from threats, dangers, conflicts and the environment.
4. The need to feel belonging (Social), namely the need to be accepted by the group, affiliation, interact and the need to love and be loved.

5. The need for appreciation, namely the need to be respected, and appreciated by others, status, reputation, attention and so on.
6. The need for self-actualization is the need to use abilities, skills, and potential. The need to have an opinion by expressing ideas gives an assessment and criticism of something.

### **Work Discipline**

Singodimedjo in Edy Sutrisno (2016: 86) states that discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. that discipline is a matter related to mental attitude which is reflected in the actions of individuals and groups in the form of compliance or obedience to the established regulations, both written and unwritten, in order to reinforce organizational references and guidelines.

### **Factors Affecting Work Discipline**

According to Singodimedjo in Edy Sutrisno (2018: 89), the factors that influence work discipline are: The size of the compensation. Whether there is exemplary leadership in the company. There are definite rules that can be used as a guide. Leadership courage in taking action. Whether there is leadership supervision or not. Whether or not there is attention to employees.

### **Discipline Indicator**

Veithzal Rivai in Sinambela (2016:355) explains that, work discipline

has several indicators such as:

1. Presence. This is a fundamental indicator to measure discipline, and usually employees who have low work discipline are accustomed to being late for work.
2. Compliance with work regulations. Employees who obey work regulations will not neglect work procedures and will always follow the work guidelines set by the company.
3. Adherence to work standards. This can be seen through the magnitude of the employee's responsibility for the tasks assigned to him.
4. High level of alertness. Employees who have high vigilance will always be careful, full of calculations and accuracy in their work, and always use things effectively and efficiently.
5. Work ethically. Some employees may engage in disrespectful behavior towards customers or engage in inappropriate behavior. This is a form of disciplinary action, so work ethically as a manifestation of employee work discipline.

### **The Effect of Motivation on Work Discipline**

The better the motivation possessed by an employee, the better the discipline will be. Good work results are certainly based on good motivation. Conversely, if work motivation is not built properly, it will lead to careless work results and may threaten the achievement of organizational goals

The results of research from Andriyani and Noor (2015) stated that employee discipline problems such as often arriving late and leaving work early because employees feel less motivated, caused by various factors, namely the company does not provide periodic salary increases, there is no form of appreciation for outstanding employees, lack of the clarity of existing policies and rules, and the lack of enforcement of existing sanctions that make employees keep repeating violations, as well as uncomfortable workplaces such as cleanliness of the workplace and air circulation in the workplace. In fact, if all these motivational factors can be met by the company, then employee discipline can increase.

## **METHOD**

The population and sample of this research are all employees of PT. There are 32 pioneers of the protection of the Riau and Riau Islands National Electrical Installations. Data processing and

hypothesis testing using SPSS version 23. By first testing the validity and reliability and normality of the data.

## RESULTS AND DISCUSSION

### Validity test

Validity test is used to measure whether or not a questionnaire is good. Validity test is done by comparing  $r$  count with  $r$  table at a significant level of 5%. If  $r$  count  $>$   $r$  table then the measuring instrument used is declared valid and vice versa if  $r$  count  $<$   $r$  table then the measuring instrument used is invalid

**Table 2. : Results of Motivational Instrument Validity Test**

Variable	r-count	r-table	Results
Motivation (X)	0.408	0.3494	Valid
	0.426	0.3494	Valid
	0.746	0.3494	Valid
	0.813	0.3494	Valid
	0.679	0.3494	Valid
	0.622	0.3494	Valid
	0.655	0.3494	Valid
	0.720	0.3494	Valid
	0.651	0.3494	Valid
	0.603	0.3494	Valid
	0.611	0.3494	Valid
	0.615	0.3494	Valid
	0.833	0.3494	Valid
	0.818	0.3494	Valid
	0.700	0.3494	Valid

From table 2 above, it is known that the value of  $r$  count (*Corrected Item-Total Correlation*)  $>$  0.349. This means that all items used to measure motivation can be declared valid.

**Table 3: Validity Test Results of Work Discipline Instruments**

Variable	r-count	r-table	Results
Work Discipline (Y)	0.669	0.3494	Valid
	0.373	0.3494	Valid
	0.667	0.3494	Valid
	0.585	0.3494	Valid
	0.633	0.3494	Valid
	0.721	0.3494	Valid
	0.549	0.3494	Valid
	0.363	0.3494	Valid
	0.632	0.3494	Valid

0.667	0.3494	Valid
0.772	0.3494	Valid
0.556	0.3494	Valid
0.622	0.3494	Valid
0.727	0.3494	Valid
0.693	0.3494	Valid

From table 3 above, it is known that the value of *r* count (*Corrected Item-Total Correlation*) > 0.349 This means that all items used to measure work discipline can be declared valid.

#### a. Reliability Test

Reliability is an index number that shows the extent to which a measuring instrument is trusted or can be relied on. In other words, reliability shows the consistency of a measuring instrument in measuring the same phenomenon. A measurement can be reliable if it has a Cronbach's alpha coefficient equal to or more than 0.60.

**Table 4: The results of the research data reliability test**

No	Variable	Cronbach's Alpha	Reliability Limit	Information
1	Compensation	0.904	0.60	Reliable
2	Work Discipline	0.848	0.60	Reliable

From table 4 above, it can be seen that the reliability value of the two variables > 0.60 means that the measuring instrument used in this study is reliable or can be trusted.

#### Normality test

Based on the test, it can be seen that the distribution of the data is around the diagonal line and follows the diagonal line, because the regression model of the independent variable and the dependent variable fulfills the assumption of normality of the data, this means that the data is normal and deserves to be tested. Thus statistical testing can be carried out in this study to fulfill the research hypothesis.

#### Hypothesis testing

To determine the effect of each dependent variable on the independent variable, a hypothesis test was carried out consisting of a Partial Test (t test) and the Coefficient of Determination ( $R^2$ ).

#### Partial Test (t test)

The t-test was used to determine the significant level of the influence of the independent variable on the dependent variable. From the results of the output regression can be seen as follows:

**Table 5: Partial Significance Test (t Test)**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	35.007	10,993		3.185	,003
	Motivation	,450	,164	,448	2,746	.001

a. Dependent Variable: Discipline

Based on table 5 above, it can be seen that the t-count value is 2.746 greater than the t-table (2.042) with a significant level of 0.005 equal to 5% (0.05). Thus, motivation has a significant effect on the

work discipline of employees of PT. Pioneer of Protection for National Electrical Installations in Riau and Riau Islands Region

### Coefficient of Determination Test (R<sup>2</sup>)

The value of the coefficient of determination or R Square (R<sup>2</sup>) is used to determine how big the percentage of the influence of the independent variable (motivation) on the dependent variable (Work Discipline). From the results of processing with SPSS obtained the following results:

**Table 6: R-square (Coefficient of Determinant)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,448a	,201	,174	5,69589	2,305

a. Predictors: (Constant), Motivation

b. Dependent Variable: Discipline

From table 6 above, the coefficient value of R Square (R<sup>2</sup>) is 0.201 (20.1%) which explains that the motivation at PT. Perintis Perlindungan Instalasi Listrik Nasional Wilayah Riau Dan Kepulauan Riau have an effect on employee work discipline by 20.1%. While the remaining 79.9% is influenced by other independent variables that were not observed in this study.

### Discussion

The results show that motivation affects work discipline, this is in line with research that has been carried out by wayan dunie in the journal Aktual STIE Trisna Negara (vol ; 15, 2017) that motivation affects work discipline. This can be explained that the better the motivation of an employee, the better the discipline will be reflected in the employee so that work results can be optimal and can improve employee performance and achieve company goals. work discipline in the company. Therefore, it is important for companies to motivate employees to improve work discipline.

### Conclusion

The results showed that the t-count value was 2.746 which was greater than the t-table 2.042 with a level indicating that motivation had an effect on work discipline. Meanwhile, the R Square regression results of 0.201 or 20.1% explained that motivation at PT. Perintis Perlindungan Instalasi Listrik Nasional Wilayah Riau Dan Kepulauan Riau have an effect on employee work discipline by 20.1%. While the remaining 79.9% is influenced by other independent variables not observed in this study.

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