

THE INFLUENCE OF MOTIVATION, DISCIPLINE AND JOB SATISFACTION ON THE PERFORMANCE OF EMPLOYEES OF PT VOLEX INDONESIA, BATAMDosmayanti Sinaga¹, Wasiman²Universitas Putera Batam^{1,2}Email: pb200910235@upbatam.ac.id¹, wasiman@puterabatam.ac.id²**Abstract**

This research uses quantitative analysis methods to analyze data to find the influence of independent variables on the dependent variable. In quantitative research methods, analyzing data is an activity when data from all respondents or other data sources has been collected. After all data from a sample that represents the population is collected, the next step is to analyze the data to test the research hypothesis. The data used in writing this thesis were analyzed and processed using the SPSS 25 program. For the sample in this study, there were 200 employee respondents who worked at PT Volex Indonesia. The calculated F value for the entire analysis was 36,942, much higher than The critical F table value is 2.65 at a significance level of 0.000, which means this result has a value of less than 0.05. These findings indicate that there is a significant collective influence of all independent variables, namely Motivation, Discipline and Job Satisfaction, on Employee Performance at PT Volex Indonesia, Batam. The test results for the coefficient of determination R square (R²) or adjusted R value have a value of 0.350 or 35 % This value shows how well the independent variable can explain the dependent variable, which is 35% with other factors and the remaining 65% is influenced by other variables. always prioritize employee discipline by emphasizing punishments or warnings in the form of warning letters for employees who violate regulations or who do not have good discipline, considering that discipline affects employee performance.

Keyword: Motivation, Work Discipline, Satisfaction, Performance of Employees.

Abstrak

Penelitian ini menggunakan metode analisis kuantitatif untuk menganalisis data untuk menemukan pengaruh variabel independen terhadap variabel dependen. Dalam metode penelitian kuantitatif, menganalisis data adalah suatu kegiatan ketika data dari seluruh responden atau sumber data lainnya telah dikumpulkan. Setelah semua data dari sampel yang mewakili populasi dikumpulkan, langkah selanjutnya adalah menganalisis data untuk menguji hipotesis penelitian. Data yang digunakan dalam penulisan tesis ini dianalisis dan diolah menggunakan program SPSS 25. Untuk sampel dalam penelitian ini, terdapat 200 responden karyawan yang bekerja di PT Volex Indonesia. Nilai F yang dihitung untuk seluruh analisis adalah 36.942, jauh lebih tinggi dari Nilai tabel F kritis adalah 2,65 pada tingkat signifikansi 0,000, yang berarti hasil ini memiliki nilai kurang dari 0,05. Temuan ini menunjukkan bahwa terdapat pengaruh kolektif yang signifikan dari seluruh variabel independen, yaitu Motivasi, Disiplin dan Kepuasan Kerja terhadap Kinerja Karyawan di PT Volex Indonesia, Batam. Hasil uji koefisien determinasi R square (R²) atau nilai adjusted R memiliki nilai 0,350 atau 35% Nilai ini menunjukkan seberapa baik variabel independen dapat menjelaskan variabel dependen, yaitu 35% dengan faktor lain dan sisanya 65% dipengaruhi oleh variabel lain. Selalu utamakan disiplin karyawan dengan menekankan hukuman atau peringatan berupa surat peringatan bagi karyawan yang melanggar peraturan atau yang tidak memiliki disiplin yang baik, mengingat disiplin mempengaruhi kinerja karyawan.

Kata kunci: motivasi, disiplin kerja, kepuasan, kinerja karyawan.

INTRODUCTION

Companies must exert all their best efforts to be able to compete and survive in the business world with competitors who also have aspirations to become leaders in the production market that is needed by many people. If a company has the support or capacity that can create good performance from its human resources effectively and can achieve positive performance, then the company's goals will be realized. It will be much easier to motivate employees to perform at the desired level by giving them the rights or obligations to be able to maintain a safe workplace. The main factor that is important for employees is providing motivation to be one of the drivers for creating good performance for

employees. To achieve company goals, it needs support from human resources who have good work abilities. Current technological advances have replaced human resources with designed machines, but human resources are the drivers of the production process. Companies can utilize human resources to achieve positive work. By increasing motivation and providing rights and responsibilities to employees, it can be an effective effort to achieve the employee performance expected by the company.

Table1. 1 Employee Absenteeism Rate in the production department

Periode April 2023 – September 2023

Bulan	JHK (Hari)	JP (Orang)	Jumlah Absensi	Tingkat Absensi (%)
April	25	400	10	0,62
Mei	25	400	15	0,93
Juni	26	400	8	0,52
Juli	26	400	11	0,71
Agustus	24	400	7	0,42
September	24	400	9	0,54

Sumber Data: PT Volex Indonesia, 2022

As in Table 1.1, the level of employee absenteeism at PT Volex Indonesia is known to fluctuate and is relatively very high for the company. Measurement of employee absence can be calculated using the following formula: Total Absence Rate = Total Absence: JP (Number of Workers) x JHK (Number of Working Days) x 100%. What can be explained is that employee absenteeism was 0.62% in April, followed by an increase of 0.93% in May.

As many as 8 workers were absent in June, the absenteeism rate was 0.52%, experiencing a high increase to 0.71% with the number of employees being 400 in July. Even though it decreased by around 0.42% in August, employee absenteeism increased to 0.54% in September, while the increase in August was 0.12%. The company's goal of 0% attendance data cannot be achieved optimally.

RESEARCH METHOD

This type of observation uses quantitative methods. At the same time, the preparations in this excavation use quality. Investigating the configuration intends to reveal whether there is a causal relationship between the factors used (Sanuasi, 2017:14). Several scientists understand how work motivation, work discipline and job satisfaction influence the production capacity of participants from PT Volex Indonesia in Batam City. The subjects of this observation were all employees of PT Volex Indonesia Batam City, totaling 400 individuals from the production section of PT Volex Indonesia ICA Batam City.

RESULTS and DISCUSSION

Table 4.9 Hasil uji analisis deskriptif

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std. Deviation	Variance
Motivasi	200	20	30	50	42.80	4.090	16.730
Disiplin	200	66	43	109	61.66	6.160	37.947
Kepuasan	200	34	56	90	77.42	7.676	58.924
Kinerja	200	16	24	40	34.49	3.448	11.891
Valid N (listwise)	200						

Sumber: Output SPSS Penelitian 2023

Analisis faktor memperlihatkan dampak sebagai selanjutnya, faktor motivasi memiliki rentang jumlah 20 serta selanjutnya angka minimum. 30, angka maksimum. 50, dan rata-rata 42,80. Seterusnya yakni nilai kriteria. Nilai penyimpangan sebesar 4,090 serta nilai variance sebanyak 16,730. Faktor

“Disiplin” memiliki nilai range sebanyak 66, angka minimum sebanyak 43, angka maksimum sebanyak 0,109, serta angka mean sebanyak 61,66. Seterusnya ialah angka standar. Angka biasanya sebanyak 6,160 serta nilai variancanya sebanyak 37,947. Faktor kepuasan kerja memiliki rentang angka sebanyak 34 diikuti sama angka minimum. 56, angka maksimum. 90 skor, dan rata-rata skor 77,42 poin. Seterusnya ialah angka standar. Nilai bias sebanyak 7,676 serta nilai variance sebanyak 58,924. Faktor kinerja karyawan memiliki angka range sebanyak 16, angka minimum sebanyak 24, angka maksimum sebanyak 40, serta angka mean sebanyak 34,49. Seterusnya ialah angka standar. Skor bias sebanyak 34,49 serta angka variance sebanyak 11,891.

Uji Validitas

X1.1	0.663	0.388	Valid
X1.2	0.693		
X1.3	0.628		
X1.4	0.522		
X1.5	0.574		
X1.6	0.595		
X1.7	0.620		
X1.8	0.593		
X1.9	0.663		
X1.10	0.731		

X2.1	0.610	0.388	Valid
X2.2	0.578		
X2.3	0.575		
X2.4	0.552		
X2.5	0.579		
X2.6	0.527		
X2.7	0.593		
X2.8	0.526		
X2.9	0.495		
X2.10	0.631		
X2.11	0.520		
X2.12	0.584		
X2.13	0.573		
X2.14	0.584		

X3.1	0.719	0.388	Valid
X3.2	0.659		
X3.3	0.750		
X3.4	0.773		
X3.5	0.731		
X3.6	0.635		
X3.7	0.594		
X3.8	0.591		
X3.9	0.653		
X3.10	0.713		
X3.11	0.668		
X3.12	0.630		
X3.13	0.613		
X3.14	0.607		

X3.15	0.674
X3.16	0.711
X3.17	0.699
X3.18	0.783

Y.1	0.670	0.388	Valid
Y.2	0.760		
Y.3	0.803		
Y.4	0.657		
Y.5	0.722		
Y.6	0.686		
Y.7	0.763		
Y.8	0.776		

Sumber: Output SPSS Penelitian 2023

The results of the 50 m sub variable tests that have been carried out, the calculated r value is declared significant because the calculated r value > r table.

Uji Realibilitas

Table 4.14 Hasil uji reliabilitas

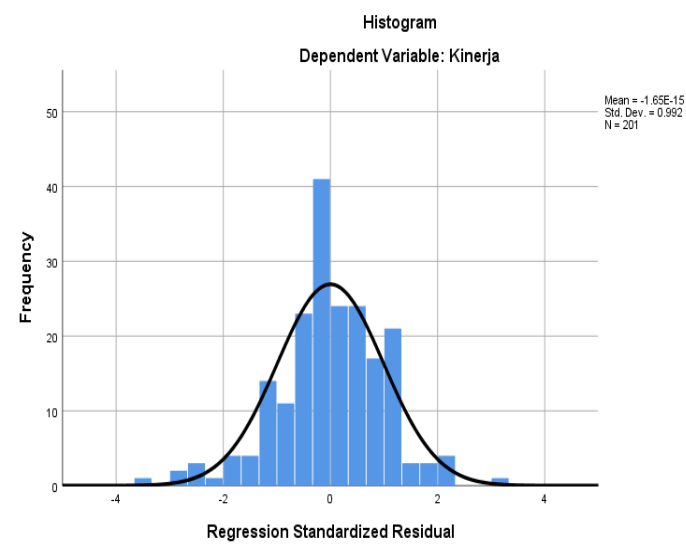
Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.797	.830	4

Sumber: Output SPSS Penelitian 2023

From the results of the reliability test that has been carried out, it can be stated that Cronbach's > 0.6 states that this research is significant for each variable studied.

Uji Asumsi Klasik

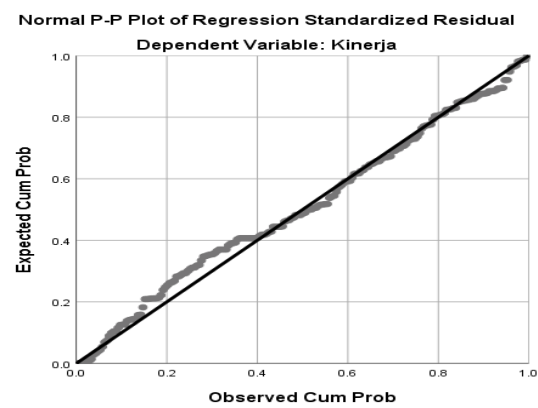
Uji Normalitas



Gambar 4.1 Uji Histogram

Dari gambar histogram me bentuk lonceng dan disimpulkan data yang dignakan terdeteksi normal.

Gambar 4.2 Grafik Normal p-plot



Sumber: Output SPSS Penelitian 2023

From the histogram image it forms a bell and it is concluded that the data used was detected as normal.

Table4.15 Hasil uji Kolmogorov-Smirnov

One-Sample Kolmogorov-Smirnov Test		
Unstandardized Residual		
N		200
Normal Parameters ^{a,b}	Mean	.0000000

	Std. Deviation	2.75861207
Most Extreme Differences	Absolute	.067
	Positive	.048
	Negative	-.067
Test Statistic		.067
Asymp. Sig. (2-tailed)		.027 ^c
Exact Sig. (2-tailed)		.307
Point Probability		.000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance correction

Sumber: Output SPSS Penelitian 2023

In the Kolmogorov test, the significance value (Exact. Sig) was 0.307, the resulting value > 0.05 stated that there was no abnormality in the processed data

Uji Multikolonearitas

Table 4.16 Hasil Uji Multikolonearitas
Coefficients^a

Model	Unstandardized B	Coefficients Std. Error	Standardized Coefficients		Collinearity Statistics	
			Beta	t	Tolerance	VIF
1 (Constant)	9.738	2.364		4.119		
Motivasi	0.266	.064	.315	4.152	.564	1.774
Disiplin	0.112	.041	.200	2.724	.600	1.666
Kepuasan Kerja	0.083	.037	.186	2.283	.491	2.037

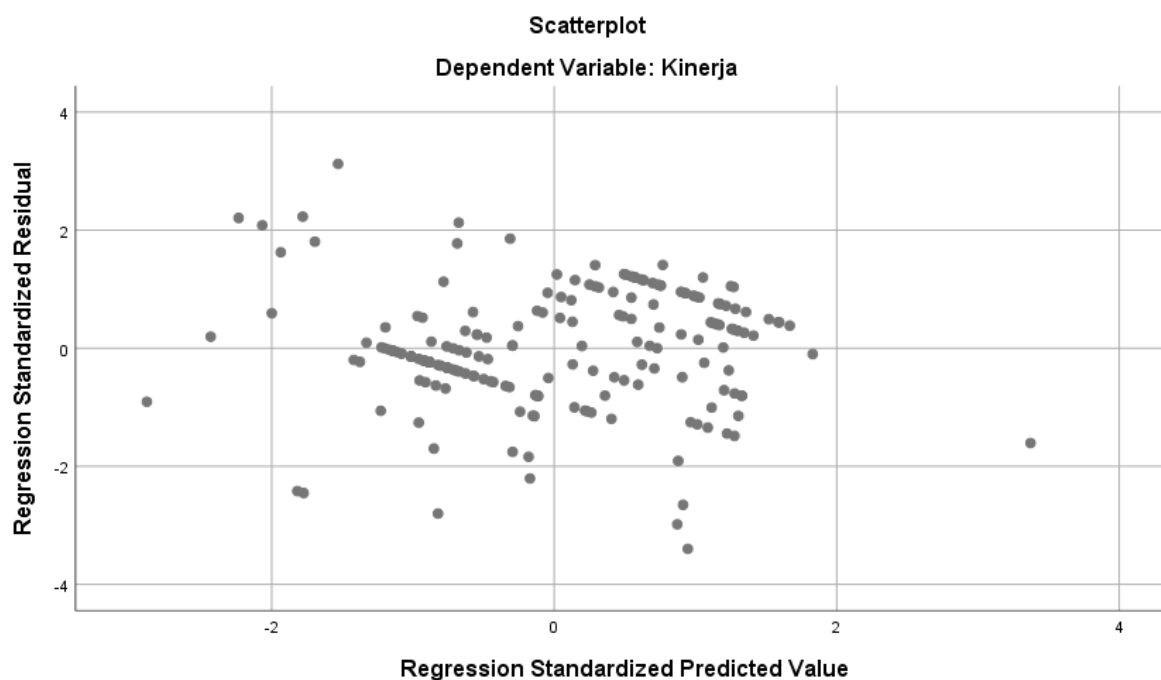
a. Dependent Variabel: Kinerja Karyawan

Sumber: Output SPSS Penelitian 2023

The results from table 4.16 show that multicollinearity does not occur because the VIF value is > 10 and the resulting tolerance is < 0.1 . then the VIF value for the motivation variable is 1.774. This value is stated to be less than 10. Tolerance for discipline of 0.600 is stated to be > 0.2 , then for VIF of discipline of 1.666 it is stated to be a value less than 10. The tolerance value for job satisfaction is 0.491 from the results of the value stated to be greater than 0.3 with a VIF value for job satisfaction of 2.037. This value is less than 10.

Uji Heterokedatisitas

Gambar 4.3 Grafik Scatterplot



Sumber: Output SPSS Penelitian 2023

The picture shows that there is a random and abstract distribution, hereby it is stated that there is no heteroscedasticity. Then the heteroscedasticity test is continued with abs_res where each variable is transformed to test heteroscedasticity.

Table 4.17 Hasil Uji Heteroskedastisitas
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.908	1.541		.589	.556
	Motivasi	-.038	.042	-.087	-.921	.358
	Disiplin	.023	.027	.079	.868	.387
	Kepuasan Kerja	.018	.024	0.76	.748	.455

a. Dependent Variable: Abs_Res

Sumber: Output SPSS Penelitian 2023

The heteroscedasticity test shows that the value of sig. > 0.05, this means that heteroscedasticity is not detected in the data.

Uji Pengaruh

Analisis Linear Berganda

Table 4.18 Hasil Uji Analisa Berganda
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.738	2.364		4.119	.000
	Motivasi	.266	.064	3.15	4.152	.000
	Kepuasan	.112	.041	.200	2.724	.007
	Disiplin Kerja	.083	.037	.186	2.283	.023

a. Dependent Variable: Kinerja Karyawan

Sumber: Output SPSS Penelitian 2023

$$Y = 9.738 + 0.266 X_1 + 0.112 X_2 + 0.083 X_3 = E$$

From the table above it can be explained, among other things:

1. From table 4.18 it can be stated that the constant value is 9.738, meaning that the variable value of motivation, satisfaction and work discipline is zero, so it is stated that employee performance can increase by 9,738.
2. For the motivation variable, the coefficient from the table produces a value of 0.266. This means that the motivation variable increases by 1%, the other variables remain constant and employee performance increases by 0.266.
3. The discipline variable has a value of 0.112 expressed as a coefficient and the discipline variable increases by 1% and the estimated employee performance increases by 0.112 assuming other variables remain constant.
4. Meanwhile, the job satisfaction variable has a value of 0.083, expressed as a coefficient. An increase in employee performance of 1% means employee performance is estimated to increase by 0.083 with the variables used remaining constant.

Analisis Koefisien Determinasi

Table 4.19 Hasil Uji Koefisien Determinasi

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.600 ^a	.360	.350	2.780

a. Predictors: (Constant), Disiplin Kerja, Motivasi, Kepuasan

b. Dependent Variable: Kinerja Karyawan

Sumber: Output SPSS Penelitian 2023

The test from multiple analysis shows an adjusted value of 0.350 or 35%. The resulting value proves how good each independent variable is and is explained by the dependent variable of 35% and 65% being caused by several factors from other variables.

Uji Hipotesis

Uji t

Table 4.20 Hasil Uji t

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	9.738	2.364		.000
	Motivasi	.266	.064	.315	.000
	Kepuasan	.112	.041	.200	.007
	Disiplin Kerja	.083	.037	.186	.023

a. Dependent Variable: Kinerja Karyawan

Sumber: Output SPSS Penelitian 2023

The calculated t for Motivation is 4.152 which is stated to be greater with a value from the t table of 1.9720 with a resulting significance of 0.000. The value of t calculated for Discipline is 2.724 greater than the value of t table 1.9720 and the resulting significance is 0.007. then the value of the calculated t for Job Satisfaction is 2.283 which is greater than the result from the t table of 1.9720 and the resulting significance is 0.023.

Uji F

Table 4.21 Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	856.231	3	285.410	36.942	.000 ^b

Residual	1521.988	197	7.726		
Total	2378.219	200			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja, Motivasi, Kepuasan

Sumber: Output SPSS Penelitian 2023

The calculated F value for the whole obtained is 36,942, which is greater than the F table value of 2.65 and the significant value of 0.000 is less than 0.05. It is concluded that all independent variables are declared to have a simultaneous influence.

CONCLUSION

According to the t test for the discipline variable, the calculated t value of 2.724 can be concluded to be significant because the value > t table is 1.9720, a condition for making a significant decision. $0.000 < 0.05$. Shows that the first hypothesis is accepted and concludes that there is an influence of motivation on employee performance at PT Volex Indonesia. The results of each test carried out show that there is a relationship between job satisfaction and employee performance at PT Volex Indonesia. The t test for the satisfaction variable found that the calculated t value of 2.283 could be considered significant because the value was greater than the t table value of 1.9720 with a significance level of 0.023, less than 0.05.

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