

The Effect of Work Discipline and Motivation on Employee Performance in Commercial Department Pt. Smartfren Telecom Tbk Jakarta

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Abstract

The purpose of this study was to determinethe influence of work discipline on employee performance and the influence of motivation on employee performance and the influence of work discipline and motivation on employee performance on the commercial department of PT. Smartfren Telecom Tbk either partially or simultaneously. The method used is a quantitative method. The sampling technique used was the Slovin formula with a sample of 68 respondents. Data analysis used validity test, reliability test,assumption testclassical, regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing. The results of this study are that work discipline has a significant effect on employee performance with a correlation value of 0.668, meaning that the two variables have a high level of relationship. strong with a determination coefficient of 44.7%. Hypothesis test obtained $t_{count} > t_{table}$ or $(7,301 > 1,997)$. Thus H_0 is rejected and H_1 is accepted, meaning that there is a significant influence between work discipline on employee performance. Motivation has a significant effect on employee performance with a correlation value of 0.654 which means that both have a strong level of relationship with a determination coefficient of 42.8%. Hypothesis test obtained $t_{count} > t_{table}$ or $(7,024 > 1,997)$. Thus H_0 is rejected and H_2 is accepted, meaning that there is a significant influence between motivation on employee performance. Work discipline and motivation have a significant effect on employee performance with the regression equation $Y = 11.108 + 0.410X_1 + 0.480X_2$. Hypothesis testing obtained the value of $F_{count} > F_{table}$ or $(47.397 > 2,750)$. Thus H_0 is rejected and H_3 is accepted. This means that there is a simultaneous significant influence between work discipline and motivation on employee performance in the Commercial Department of PT. Smartfren Telecom Tbk Jakarta

Keywords

Work Discipline, Motivation, Employee Performance.