

Influence Of Work Discipline, Motivation and Organizational Commitment to Employee Performance

Agatha Puji Selvira

Management Department, BINUS Business School Undergraduate Program,
Bina Nusantara University,
Jakarta, Indonesia 11480

Eldon Reynard Anggara

Management Department, BINUS Business School Undergraduate Program,
Bina Nusantara University,
Jakarta, Indonesia 11480

Lo Jevany Susanto

Management Department, BINUS Business School Undergraduate Program,
Bina Nusantara University,
Jakarta, Indonesia 11480

Nugroho Juli Setiadi

Management Department, BINUS Business School Undergraduate Program,
Bina Nusantara University,
Jakarta, Indonesia 11480
nugroho.setiadi@binus.ac.id

Abstract

This study aims to determine and analyze the influence of partial and simultaneous discipline, motivation, and organizational commitment on employee performance. To know and analyze the variables that most significantly affect the employees. Data collection techniques in this study are through questionnaires with respondents 116 employees in analyzing this research data using multiple linear regression analysis methods. The research results can be concluded partially that variable discipline has a significant effect on employee performance while variable motivation and organizational commitment partially have no significant effect on employee performance. Simultaneously, the three independent variables, which are discipline variables, motivation, and organizational commitment, have relationships with dependent variables, that is, employee performance (Y). This can be proven through the value of multiple correlation coefficients (R) equal to 0.182. The research also shows that the relationship of independent variables (discipline, motivation, and organizational commitment) to employee performance (Y) is 54.9%. The variable that has the most significant effect on employee performance is the discipline of work because the value of t count is the greatest. The authors suggest that it should be to find and apply the discipline that can affect the performance of employees is getting better simultaneously with the variable motivation and organizational commitment. In the discipline of work, authors suggest that companies provide training on how to accomplish work together in teams, organize events outside of work activities that bring together and familiarize employees, and reward teams for the best performing teams so that motivation and commitment organizations increase and positively affect employee performance.

Keywords

work discipline, motivation, organization commitment.

Biographies

Agatha PujiSelvira

The author was born to parents Robertus Bambang Gunawan, and Maria Indriati as the first child of two sisters. Writer at birth right in Singapore, 12 September 1996. The authors studied starting from elementary Santa Maria Banjarmasin (graduated in 2008), SMP Santa Maria Banjarmasin (graduated in 2011), SMA Santa Maria Surabaya (graduated 2014) and m enamatkan S1 at Bina Nusantara University in management in 2018, has a passion in music, photography and traveling. For now, I am looking for a job that is in line with my passion.

Eldon Reynard Anggara

The author was born to Ramli and Anisa's parents as the second child of two siblings. The author was born in Jakarta, June 20, 1996. The writer studied at SD Methodist (graduated in 2008), SMP Methodist (graduated in 2011), SMA Methodist (graduated in 2014) and completed his undergraduate education at Bina Nusantara University in the field of management at 2018. Has a passion in the field of entrepreneurship and will become an entrepreneur in the future.

Lo Jevany Susanto

The author was born to parents Lo Susanto and JullyLauwis as the second child of three siblings. The author was born in Makassar, South Sulawesi, 6 June 1996. The author studied at the start of the Makassar Filadelfia Elementary School (graduated in 2008), SMP ST. Paulus Palu (graduated in 2014), Rajawali Catholic High School Makassar, and completed his undergraduate education at Bina Nusantara University in management in 2018, has a passion for the culinary world, and will become an entrepreneur for the future.

Nugroho JuliSetiadi

The author is currently working as a lecturer at Bina Nusantara University.