

Conference Paper

Motivation, Work Discipline, and Satisfaction on Employee Performance of PT. Vindo Post-pandemic Covid-19: A Proposed Study

Didin Hikmah Perkasa^{1*}, Ryani Dhyhan Parashakti², Maria Imelda Novita Susiang¹, Yanthy Herawaty¹, Wenny Desty Febrian¹, Fathihani¹

¹Dian Nusantara University, Jakarta, Indonesia

²Brawijaya University, Malang, Indonesia

ORCID

Didin Hikmah Perkasa: <https://orcid.org/0000-0002-3093-3886>

Abstract.

The study aims to determine the effects of job motivation, job discipline, and job satisfaction on PT employee performance. Vindo is his pharmaceutical company founded in 1960. The phenomenon of this study is that employee performance problems affect sales decline. Researchers' field observations show that poor employee performance is caused by multiple factors, such as work motivation, work discipline, and job satisfaction. Another cause is dissatisfaction with the salary received, with certain groups being paid the same regardless of years of service or level of education. The study design used a causal quantitative descriptive approach with 125 collaborators as subjects of this investigation. Data analysis techniques used included multiple linear regression analysis, conventional hypothesis testing, R-squared test, and hypothesis testing with data processing using SPSS 23. Previous studies have shown that job motivation has a significant positive impact on employee performance, and work discipline has a positive impact. Job satisfaction has a positive impact on employee performance.

Keywords: motivation, work discipline, satisfaction, employee performance

1. Introduction

Human resources must be managed to efficiently and effectively achieve the mission and goals of the organization [1]. The most important thing in human resource management is employee performance. Employee performance is the result of qualitative and quantitative work that a person achieves when performing tasks according to assigned responsibilities. Motivation is a factor that influences employee performance. High employee motivation leads to high performance [2].

Another factor that can affect employee performance is work discipline. Discipline is the attitude of an individual's willingness to follow all norms of regulation in force around them. In principle, every institution or organization desires a high degree of employee

Corresponding Author: Didin Hikmah Perkasa; email: didin.hikmah.perkasa@undira.ac.id

Published 18 July 2023

Publishing services provided by Knowledge E

© Didin Hikmah Perkasa et al. This article is distributed under the terms of the [Creative Commons Attribution License](https://creativecommons.org/licenses/by/4.0/), which permits unrestricted use and redistribution provided that the original author and source are credited.

Selection and Peer-review under the responsibility of the TSBECE Conference Committee.

 OPEN ACCESS

discipline. A high level of work discipline must always be maintained and improved to be even better. Good discipline reflects a sense of responsibility for the tasks assigned to you. This can help build morale and help achieve goals for the company, employees and society. Therefore, every manager always tries to instill good discipline in his subordinates. High work discipline can improve employee performance. In addition to motivation and work discipline, job satisfaction can affect employee performance. Those who are highly satisfied with their jobs have a positive attitude toward their jobs, and those who are dissatisfied with their jobs have a negative attitude toward their jobs.

The research was conducted at PT. Vindo is a pharmaceutical company that was founded in the 1960s. PT. Vindo is engaged in trading of buying and selling medicines, chemicals, laboratory equipment and medical equipment. The phenomenon in this study is that the existence of employee performance problems has an impact on decreasing sales levels. Based on the observations of researchers in the field that the decline in employee performance is caused by several things, namely work motivation, work discipline and job satisfaction. Many employees are not motivated due to the absence of incentives and awards for outstanding employees. There are still many employees who are absent from work which results in not completing work on time shows that there is no responsibility for their work. All of these results in decreased employee performance.

Results from empirical studies conducted by researchers in conjunction with previous performance studies show that job motivation has a positive and significant impact on employee performance [3]. Work discipline research shows that work discipline has a significant positive impact on employee performance [4,5]. Also, job satisfaction studies have shown that job satisfaction has a positive effect and is important for employee performance [6].

Performance can be interpreted as the appearance of the employees work both in quantity and quality. Performance is the achievement or accomplishment of a person with regard to the tasks assigned to him [7]. Performance evaluations are a common practice in many workplaces. They provide a way for employers to assess an employee's job performance and identify areas for improvement. Performance evaluations can also serve as a basis for determining an employee's eligibility for promotions or raises. In order for a performance evaluation to be effective, it should be conducted regularly, be based on clear and specific criteria, and include input from both the employee and the employer. It's also important for the evaluation process to be fair and objective, and for the results to be used to help the employee improve and grow in their role.

Motivation is the key to a successful organization to maintain the continuity of work within the organization in a powerful way and contribute to its survival. Motivation provides appropriate guidance or direction, resources, and rewards to inspire and keep them interested in working the way you want [8]. Motivation is the process of generating behavior, sustaining behavioral progress, and channeling specific behavioral behaviors. Work motivation is commonly referred to in work psychology as boosting the work spirit. The strength or weakness of an employee's work motivation determines the magnitude of an employee's performance. The strength or weakness of an employee's work motivation determines the magnitude of that employee's performance. Work discipline is a tool that managers use to communicate with their employees, motivate them to change their behavior, and increase their awareness and willingness to follow all the rules and social norms that apply to their company. Labor discipline is a policy for holding individuals accountable for complying with environmental regulations. Work discipline is essentially about raising awareness in employees to perform their assigned tasks, and the formation of this work discipline does not occur in and of itself. The better the company's employees are disciplined, the more work they can accomplish [9]. On the other hand, it is difficult for undisciplined companies to achieve optimal results.

Job satisfaction can be defined as a positive feeling about work derived from a trait assessment [10]. Those who are highly satisfied with their jobs have positive feelings about their jobs, and those who are dissatisfied have negative feelings about their jobs. Job satisfaction according to feelings and emotions about one's job. Job satisfaction is the result of different employee attitudes. The presence of employee dissatisfaction in the workplace negatively impacts both the company and the employees themselves [11]. There is a strong correlation between job satisfaction and employee performance. In general, employees who are happy with their work are more likely to be more motivated, motivated, and productive. It also reduces burnout and turnover. On the other hand, employees who are dissatisfied with their work can be less engaged, motivated and less productive. This can lead to poor job performance and high turnover.

A problem with existing research on the relationship between motivation, work discipline, satisfaction, and employee performance is that it focuses on individual-level factors without considering the role of the broader organizational context. is that there are many For example, employee motivation and work discipline can be influenced by the leadership and management style of their superiors, as well as the general culture and values of the organization. Additionally, how performance is measured and evaluated within an organization can have a significant impact on

employee engagement and satisfaction. Further research is needed to understand how organizational context affects the relationship between these factors and performance.

There is a significant body of research on the relationship between motivation, work discipline, and satisfaction and employee performance. However, there are still gaps in our understanding of how these factors interact and influence performance. For example, more research is needed to understand how different types of motivation (intrinsic vs extrinsic) can impact performance in different ways. Additionally, research is needed to better understand how individual differences, such as personality and values, can affect the relationship between these factors and performance. Finally, there is a need for more research on how organizations can effectively support and promote motivation, work discipline, and satisfaction in order to improve employee performance.

2. Methods

There are many different research methods that can be used to examine the relationship between motivation, work discipline, satisfaction and employee performance. A common approach is a research study, where researchers collect data from a sample of employees using standardized questionnaires. Surveys can be used to assess not only individual level factors such as motivation, work discipline and satisfaction, but also organizational level factors such as leadership and management practices and the overall culture of the organization. Surveys can also be used to assess performance through self-reported measures or objective measures such as sales data or productivity metrics. Analyzing data processing using SPSS programs.

3. Result and Discussion

3.1. Multiple linear regression analysis test

3.2. Coefficient of determination (R^2)

3.3. Discussion

3.3.1. Effect of motivation on employee performance

From the computed t-test, the t-count is 2.217 and the significance value of 0.029 is less than 0.05, so we can conclude that the H_a hypothesis is accepted and the motivation variable is positive and has a significant effect. About employee performance at PT. Vind.

TABLE 1: Multiple Linear Regression Coefficients^a.

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | | | |
| 1 | (Constant) | ,520 | 1,158 | | ,449 | ,654 |
| | Motivation | ,301 | ,136 | ,198 | 2,217 | ,029 |
| | Work discipline | ,952 | ,139 | ,618 | 6,849 | ,000 |
| | Job Satisfaction | ,217 | ,092 | ,162 | 2,359 | ,020 |

Source : SPSS (2022).

TABLE 2: Coefficient of Determination (R²) Model Summary^b.

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,961 ^a | ,924 | ,922 | 3,679 |

Source : SPSS (2022).

Work motivation has a significant impact on employee performance. In the workplace, in order for a person to work more optimally and better, he or she must have good work motivation at work [12]. Motivation is a key factor in determining employee performance. Motivated employees are more likely to be engaged, productive, and dedicated. Also, they are more likely to be satisfied with their jobs, and are less likely to experience burnout and turnover. Unmotivated employees, on the other hand, are less engaged and less productive, and are more likely to experience job dissatisfaction and turnover.

3.3.2. Impact of labor discipline on employee performance

Based on the calculated results of the t-test, the t-count is 6.849 and the significance value of 0.000 is less than 0.05, so the Ha hypothesis is accepted and therefore we can conclude that the task discipline variable is positive and significant . Impact on employee performance at PT. Vind. Work discipline can be influenced by work ethics supported by appropriate levels of remuneration, clear company rules, and job aptitudes and assigned responsibilities. As a result, employees are motivated, arrive at work on time, finish work on time, use working hours appropriately, understand company rules, and work according to their assigned positions and responsibilities. Employees are expected to work better and be more productive when their work discipline is high in [13].

3.3.3. The impact of job satisfaction on employee performance

Based on the computed t-test, the t-count is 2.359 and the significance value of 0.020 is greater than 0.05, so we can conclude that the H_a hypothesis is accepted and the job satisfaction variable is positive and significant. Impact on employee performance at PT. Vind. Employee job satisfaction is influenced by pay for work load, career progression, building good relationships with colleagues, and considerations to motivate employees to work. Higher employee satisfaction means higher employee performance. The results of this hypothesis are supported, showing that research findings on job satisfaction have a positive and significant impact on employee performance [14,15].

4. Conclusion

In conclusion, motivation, work discipline, and satisfaction are key factors that influence employee performance. Motivated employees tend to be more engaged and more productive. In addition, happy employees tend to be more productive and engaged in their work. Therefore, organizations should focus on supporting and promoting these factors in order to improve employee performance. Further research is needed to understand the specific mechanisms by which motivation, work discipline, and satisfaction influence performance, and the role of organizational context in influencing these relationships.

Acknowledgments

This article is an internal research proposal funded by Universitas Dian Nusantara, Jakarta, Indonesia. Therefore, we would like to thank the Chancellor of Universitas Dian Nusantara Prof. Dr. Suharyadi, and Allahyarhamah Dr. Hj. Dewi Anggraini as Director of Research and Community Service.

References

- [1] Yani F, Yusuf M, Badaruddin B. Pengaruh Kinerja Lingkungan Dan Profitabilitas Terhadap Pengungkapan Islamic Social Reporting (Isr)(Perusahaan Pertambangan Yang Terdaftar Di Indeks Saham Syariah Indonesia Tahun 2017-2019). Doctoral dissertation, Jambi: UIN Sulthan Thaha Saifuddin Jambi; 2021.
- [2] Bachtiar D. Pengaruh motivasi dan lingkungan kerja terhadap kinerja karyawan. *Management Analysis Journal*. 2012;1(1).

- [3] Kuswati Y. The influence of organizational culture on employee performance. Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences. 2020;3(1):296-302.
- [4] Hadian D. The effect of work climate and work discipline on employee performance (study on one of the 3 Star Hotels in Bandung). Jurnal Computech & Bisnis (e-Journal). 2018;12(2):162-170.
- [5] Ekhsan M, Setiawan I. The role of motivation mediation on the effect of transformational leadership style on employee performance. International Journal of Management Science and Information Technology. 2021;1(1):35-40.
- [6] Febriyana W, Sary FP. Pengaruh kepuasan kerja terhadap kinerja karyawan pt. kabepe chakra 2015. eProceedings of Management. 2015;2(3).
- [7] Putri EM, Ekowati VM, Supriyanto AS, Mukaffi Z. The effect of work environment on employee performance through work discipline. International Journal of Research-GRANTHAALAYAH. 2019;7(4):132-140.
- [8] Theodora O. Pengaruh motivasi kerja terhadap kinerja karyawan PT. Sejahtera Motor Gemilang. Agora. 2015;3(2):187-195.
- [9] Hasibuan JS, Silvy B. Pengaruh disiplin kerja dan motivasi terhadap kinerja karyawan. In Prosiding Seminar Nasional USM. 2019;2(1):134-147.
- [10] Al-Ali W, Ameen A, Isaac O, Khalifa GS, Shibami AH. The mediating effect of job happiness on the relationship between job satisfaction and employee performance and turnover intentions: A case study on the oil and gas industry in the United Arab Emirates. Journal of Business and Retail Management Research. 2019;13(4).
- [11] Setyaningrum RP, Ekhsan M. The role of job satisfaction in mediating the influence of quality of work life on employee performance. Management Research Studies Journal. 2021;2(1):44-54.
- [12] Kuswati Y. The effect of motivation on employee performance. Budapest International Research and Critics Institute-Journal (BIRCI-Journal). 2020;3(2):995-1002.
- [13] Ekhsan M. Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan. Optimal: Jurnal Ekonomi dan Kewirausahaan. 2019;13(1):1-13.
- [14] Saputra AT, Bagia IW, Yulianthini NN, SE M. Pengaruh kepuasan kerja dan loyalitas karyawan terhadap kinerja karyawan. Jurnal Manajemen Indonesia. 2016;4(1).
- [15] Badrianto Y, Ekhsan M. Effect of work environment and job satisfaction on employee performance in pt. Nesinak industries. Journal of Business, Management, & Accounting. 2020;2(1).