

The Influence of Motivation and Discipline Work against Employee Work Productivity Tona'an Markets

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Abstract

The purpose of this study was to determine and examine whether there is influence of motivation, and discipline kerjai on employee productivity in office environments Bangkalan tona'an market?

The method used in this research is quantitative research approach with linear regression analysis techniques. multiple. The population in this study were all employees of the office market tona'an Bangkalan of 20 people, while samples in this study were all employees of the market tona'an some 20 people.

Results from this study is, the hypothesis that motivational effect on work productivity in office environments market Tona'an Bangkalan district rejected / not proven. While the hypothesis Discipline influential work on employee productivity in office environments tona'an market Bangkalan Received / confirmed.

Keywords: motivation, discipline of work and work productivity

1. Introduction

In implementing market program managed by the government, not only the skills required by employees tona'an market, but another thing that is not less important is the skill and mentality of self and the ability of employees to interact in different work environments, especially for employees tona Market 'an. Therefore, the motivation can function as a motor / drive employees to be able to do a good job, .It is reinforced by the statement Faustino Cardoso (2002, p. 181) encouragement classified into two, namely the source drive (intrinsic) and a source of encouragement external (extrinsic): and with this further with Winardi (2001) those who are motivated will bring substantial effort to support the union.

Employee motivation is very important because the motivation of each employee would be expected to work hard and enthusiastically to achieve high labor productivity. The same thing also expressed by Afni Faunida (2012) which states, work discipline and good motivation, then so much higher employee productivity. In addition, work discipline is also expected to improve the performance of employees in an office environment tona'an market.

In this case, if it is associated with "expectancy theory" proposed by Victor H. Vroom in his book entitled "work and motivation" in Siagian (2002, p. 292), and according to Alex S. Nitisemito (2000, p. 199) says good working Discipline reflects the sense of responsibility of an employee to the job given to him. Meanwhile, according Reinforcement Theory and Behavior Modification by Siagian (2002, p. 293), and According to IG Wursanto (2001, p. 108) gives a definition of "labor discipline, the situation is causing or encouraging employees to work and do all activities in accordance with the norms and rules that have been set.

Next (Sedarmayanti, 2011, p. 198), in terms of labor productivity as a measure for the use of organizational resources is expressed as the ratio of output achieved with the resources used. Some relevant research between disciplines working on employee productivity include research results from Afni Faunida (2012, p. 12), which states "The relationship between the discipline of work on employee productivity is very strong It is also

determined by Widodo and Sunarso” (2009, p. 55), the discipline of work greatly affect the productivity due to the discipline of work, employees are able to perform their duties.

Researchers from several other countries argue that the motivation and discipline work can facilitate work productivity (Thompson & Bunderson, 2003) motivation is linked with the level of productivity of work in a diversity of tasks, jobs, and the extra role behavior (Bing & Burroughs, 2001; Brewer & Selden, 1998; Grant et al., 2007; Korsgaard, Meglino, & Lester, 1997; NAFF & Crum, 1999; Rioux & Penner, 2001; Ilies, Scott, & Judge, 2006; Scott & judge, 2006).

2. Literature Review

2.1 Understanding Motivation

According to Maslow in Priyono (2006, p. 89) Stating that: motivation is a boost or enhance the spirit which is influenced by a number of requirements, among others; the need to sustain life, the need for security through policy and social legislation, employment, recognition, respect, and self-actualization needs.

Hasibuan (2003, p. 143) states that: motivation is the provision of an electric drive that creates jobs excitement of someone they want to work together, to work effectively and integrated with all the efforts to achieve customer satisfaction.

Moekijat (2002, p. 5) states that: the driving force is the motivation or impetus to do something. That's because a person's motivation to work is influenced by his need. Handoko (2001, p. 250) states that: motivation is encouragement in one's personal desire that encourages individuals to perform certain activities in order to achieve a goal.

2.2 Understanding the Working Discipline

According to the Melayu (2007, p. 193), discipline is the awareness and willingness of someone adhering to all company regulations and social norms in force.

Simamora (2004, p. 610): stating the correct procedure is to discipline or punish subordinates for violations of regulations or procedures. Discipline is self control, implementation of regular employees and shows the level of seriousness in work teams within an organization. Disciplinary action demanding a penalty against employees who fail to meet the standards set. An effective disciplinary action centered on employee behavior that is wrong, not on the employee as a private self.

Siswanto (2005, p. 291) states discipline: is to honor, respect, obey, and comply with applicable regulations. Rival (2004, p. 444) shows that: the discipline of work is the attitude of the manager can communicate with employees so that they are willing to change behavior as well as efforts to increase awareness and the willingness of a person to obey all company rules and social norms in force, while Sinungan (2000, p. 146). explained: the discipline of work as a mental attitude that is reflected in the actions or behavior of individuals, groups or communities in the form of obedience or adherence to regulations set by the Government or ethics, norms, and rules that apply in the community for a particular purpose. Siagian (2005, p. 305) also argued that the discipline is a form of employee training that aims to improve and establish the knowledge, attitude and behavior of employees, so that employees voluntarily seek employment with other employees.

2.3 The Notion of Work Productivity

Productivity is generally defined as the relationship between outputs (goods or services) and inputs (labor, materials, money). Productivity is a measure of the efficiency of the productive. A comparison between the output and input. Inputs are often constrained by labor, while the output is measured in physical units, shape and value (Sutrisno, 2009, p. 99).

Hasibuan (2003, p. 41) suggests that: productivity is the ratio between the output (result) and input (input). If productivity rises it is only made possible by an increase in efficiency (time, materials, energy) and systems labor, technical production and an increase in the skills of the workforce. While Paul Mali as quoted by sedarmayanti (2001, p. 57) raised the productivity is how to generate or improve the result of goods and services as high as possible by utilizing resources efficiently.

Therefore productivity is defined as the ratio between the output and input in a given unit of time. Productivity according to National Productivity Board Singapore is a mental attitude that has the passion to make improvements (Sedarmayanti, 2001, p. 56). In line with the above opinion Sinungan (2005, p. 12) defining productivity as: comparison between the totality of spending at any given time divided totality input during a certain period. Laeham and the Wexley, as cited by sedarmayanti (2001, p. 65) States that: work productivity is not simply aimed at getting work as much as possible, but rather the quality of the work is also important to note.

According to Basu and Swastha (1995, p. 281), productivity is a concept that describes the relationship between the results (the amount of goods and services), the source (the amount of labor, capital, land, energy, and so on) which are used to produce those results

Kusriyanto (1993) also gave his opinion that productivity is the ratio or ratio between the results of the activity (output) and all the sacrifices (cost) to bring about those results (input). Productivity is affected a variety of factors, both related to the labor itself as well as other factors, such as education, skills, work discipline, attitude, ethics, management, work motivation, technology, infrastructure, production, employment opportunities and a chance to perform as well as a work environment that supports (Raviyanto, 1986, p. 20).

2.4 The Framework Concept

Based on the above, the authors of the theory can describe a framework concept as below:

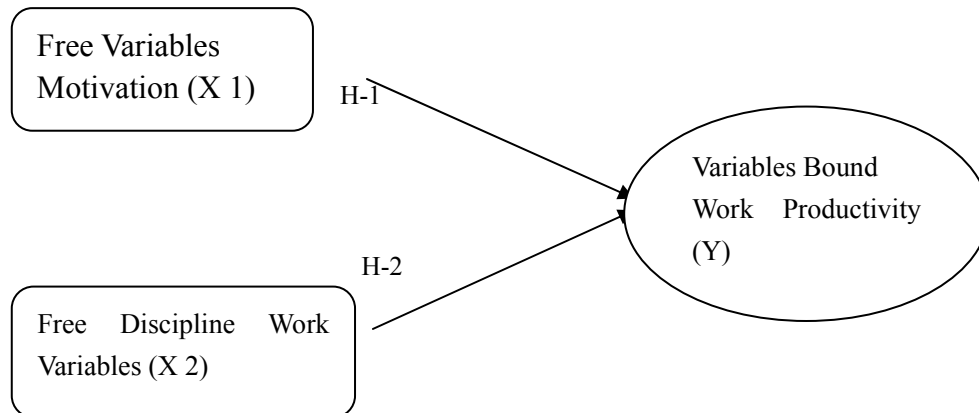


Figure 1. Conceptual Framework

3. Research Methods

This type of research is explanatory research and research using quantitative approach with survey method. According Singarimbun and Effendi (1995) survey research is a research method that takes a sample of the population using questionnaires as the primary means of data collection. This study will describe the influence of variables that have been determined and explain the influence of motivation and discipline of employee productivity in the market tona'an

The population in this study as many as 20 people. Samples taken as many as 20 people in withdrawal charges, data collection techniques using questionnaires. The analysis method used in this research is descriptive and inferential statistical analysis that uses the Linear, in testing multiple hypotheses (F-test and t-test).

Research Variables

Independent variables consist of:

- a) motivation (X 1)
- b) Discipline work (x 2)

Dependent variable

Productivity of work (Y)

4. Results and Discussion

4.1 Characteristics of Respondents

Table 1. Characteristics Based on the Gender of the Respondent.

No	Gender	The amount of	The percentage
1.	Male	12	71%
2.	Female	5	29%
Total		17	100%

Source: data is processed

Table 2. Characteristics of respondents by age

No	Usia	The amount of	The percentage
1.	21 year – 30 year	4	23%
2.	31 year – 40 year	11	65%
3.	41 years and above	2	12%
Total		17	100%

Source: data is processed

Table 3. Characteristics of respondents based on the work

No	Working Period	The amount of	The percentage
1.	1 – 10 year	16	94%
2.	11 – 20 year	1	6%
3.	20 years and above	0	0%
Total		17	100%

Source: data is processed

Table 4. Characteristics of respondents by level of education

No	Level Of Education	The amount of	The percentage
1.	SMP	1	6%
2.	SMA	15	88%
3.	Bachelor's degree	1	6%
Total		17	100%

Source: data is processed

4.2 Data Analysis

4.2.1 Descriptive Analysis

A descriptive analysis was intended to describe the frequency distribution of respondents by questionnaires distributed in 20 respondents. Descriptive analysis showed that the variables of motivation, work discipline on employee productivity responded well by employees. Aspects of employee motivation is considered good because it can meet the target of retribution optimal market. Work discipline has also been rated as good, especially during the hours of work in which the market began to operate, Discipline employees have very high ratings, particularly on regulatory compliance, compliance to standards of work and work ethic. Employee productivity has also responded very positively

4.2.2 The Correlation Coefficient (R)

Based on the table below, the Model Summary some correlation coefficient $R = 0,722$, this shows that the relationship between the level of motivation (X 1) and discipline (X 2) on work productivity (Y) is very strong.

Table 5. Some linear regression analysis

Variable	Unstandardized Coefficients (B)	t	Sig.	Description
Constant	2617.944			
Motivation	6.279	1.120	.282	Not Significant
Job Discipline	6.377	3.670	.003	Significant
R			= 0.722	
R Square			= 0.521	

Source: Appendix Output, data processed 20 SPSS v.

4.2.3 The Coefficient of Determination (R²/R Square)

Based on the results of multiple linear regression analysis in Table 5:14 coefficient of determination that R² (R square) = 0.521, these figures show that the contribution of the independent variables affect motivation (X 1) and discipline (X 2) to variable dependent labor productivity (Y) amounted to 52.1% while the remaining 47.9% is influenced by other variables not included in this study.

4.2.4 The Regression Line Equation

Based on the results of multiple linear regression analysis in the table 5:14 can be made from the regression equation to determine the effect of motivation and discipline to work productivity as follows:

$$Y = 2617.944 + 6.279 X_1 + 6.377 X_2$$

Based on the results of the equation obtained can be explained the meaning and significance of the regression coefficients as follows:

- Constants $a = 2617.944$, meaning if the motivation (X 1) and discipline work (x 2) its value is 0, then the work productivity (Y) value is positive for 2617.944. variable regression Coefficient b) motivation (b_1) = 6.279 Meaning if the motivation (X 1) is increased by 1 unit, then the work productivity (Y) will be increased by 6.279 units.
- the regression coefficient of the variable c) discipline work (b_2) = 6,377, Meaning if the discipline of work (x 2) is increased by 1 unit, then the work productivity (Y) will be increased by 6.377 units.

4.2.5 Hypothesis Testing (test-t)

T-test the hypothesis testing is used to determine the effect of each variable or independent variable on the most significant or not. The results of hypothesis testing using t-test, as follows:

Table 6. Hypothesis testing-test-t

Variabel	t _{hitung}	Sig.
Motivation i	1.120	0.282
Job Discipline	3.670	0.003

Source: Data processed 20 SPSS v.

To perform hypothesis testing with test-t can use steps or test criteria as follows:

- If the value is sig. H_0 is rejected then the $0.05 <$ and H_a is received. That means testing the hypothesis proved to be significantly.
- If the value is sig. > 0.05 then H_0 is accepted and H_a was rejected. That means testing the hypothesis not proven significantly.

Based on the results of the analysis of the test-t table 5.16 retrieved t count variables of motivation (X 1) \$ 1,120 with sig. count variable t 0.282 while Disciplinary work (x 2) \$ 3,670 value sig. 0.003. Then the results of hypothesis testing can be outlined as follows:

- a) Motivation (X 1) sig. 0.282 > 0.05 meaning Motivation not proven effect on Employee work productivity Market Tona'an Market Management Office within the County of Bangkalan.
- b) Discipline work (x 2) sig. 0.003 meaning Discipline 0.05 < Work proved influential to Market Tona'an Employees work productivity in Market Management Offices environments Bangkalan Regency.

4.2.6 Discussion

Based on the analysis of test variables obtained in a matter of motivation tt (X 1) \$ 1,120 with sig. While 0282. Work Discipline variable t (x 2) \$ 3,670 sig. 0.003. Then the results of hypothesis testing can be described as follows:

A). Motivation (X 1) sig. 0.282 > 0.05, which means the motivation is not proven effect on employee productivity Tona'an Market Market Management Office in Bangkalan. Rejected / not proven.

B) work Discipline (x 2) sig. Discipline means 0.003 0.05 < Work proven effect on work productivity Market Tona'an employees in the Office of Market Management Bangkalan environment.

The main scope of this study is to investigate and test the effect of the primary motivating factors that affect employee productivity in market factors that affect both the Office and associated with extrinsic or intrinsic motivation?. And to assess the importance of motivation from the perspective of the employee to perform well and also to realize the application of motivation within the organization.

This research is required to improve the performance of employees in the workplace, in order to retain employees and to help market the company in establishing a good image. If employees do not get this motivation market then the company could lose customers. market. On the other hand if the employees of the company that markets are well-trained and motivated by their employer may have great earnings potential, retain loyal customers and gain a lot of market share.

The study also evaluated the effect on employee motivation to work productivity in increasing employee motivation program that will open up a new dimension to improve the productivity of employees who will help to improve the progress of the Organization to reduce competition by understanding the needs and issues such as employee; High productivity can be achieved if supported by employees who have the motivation and discipline in carrying out its duties and obligations. Motivation can lead to the ability to work and work together, so it will indirectly increase productivity. Meanwhile, work motivation is high but not supported by the good work discipline and work productivity outcomes is also not good.

In theory, it can be explained that the motivation of the effects working to improve employee productivity, in contrast to decreased work motivation will also affect the decline in labor productivity. Abraham Maslow developed a theory of motivation based on needs. People who are extraordinarily complex creatures with many motives for behavior on and off the job. Maslow (1954) identify and analyze five basic needs, which he believed to underlie all human behavior, this needs to be linked to security, society, Physiology or affiliations, awards, and self-actualization. It is the perception of high performance and productivity for individuals

5. Conclusions and Suggestions

5.1 Conclusion

Based on the results of data analysis and hypothesis testing, the conclusion can be drawn as follows:

1) Multiple correlation coefficient of $R = 0.998a$, this indicates that the relationship between the level of motivation (X 1) and discipline work (X 2) against work productivity (Y) very strong. This is because the value of the correlation coefficient $R = 0$, is the interval coefficient 998a between 0.80-1.000. While the value of the coefficient of determination $R^2 = 0.996$, this shows that the independent variable (the motivation and discipline work) together can affect the dependent variables (Labor Productivity) of 99.6% while the rest of 0.40% is affected by other factors not examined.

2) The initial Hypothesis H_0 /stated that:

- a. There is suspected of influence brought about by the motivation of the employees work productivity tona'an markets in market management offices environments bangkalan Regency.
- b. There is suspected of influence brought about by the working discipline against employees work productivity tona'an markets in market management offices environments bangkalan Regency.

Alternative hypothesis/H_a stated that:

- a. The value of the variable t count motivation (X 1) according to the table of coefficients of 1.353 value sig. 0.194 so ($0.194 > 0.05$), meaning that H₀ is accepted and rejected by H_a, in other words the motivation was not proven to have an impact on work productivity significantly.
- b. The value of the t count variable Working Discipline (X 2) according to the table of coefficients of 61.746 sig-value 0.000. so ($0.000 < 0.05$) meaning that H₀ is rejected and accepted H_a, in other words a work discipline is shown to have an impact on work productivity significantly.

5.2 Advice

The suggestions can be submitted relating to the results of this research are as follows:

- 1) Should a leader should be able to provide the impetus or motivation more against his so that employees can give rise to renewed vigor, especially in carrying out the duties and responsibilities that are oriented on working productivity improvement later.
- 2) A good leader must be able to provide a minimal model or a good example of his subordinates about work discipline in accordance with the regulations and the code of conduct that applies inside/agencies so as to improve the quality of the work.

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