

The Effect of Motivation and Discipline on the Performance of Teachers and Employees at SMK Negeri 1 Langowan, Minahasa Regency

Artistic Thean Mautang¹, Evi Masengi², Jetty mokad³

Program Pascasarjana Prodi Administrasi Negara, Fakultas Ilmu dan Hukum Univeristas Negeri Manado

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Abstract

The purpose of this study was to determine the extent of the influence of motivation and discipline on the performance of teachers and employees at SMK Negeri 1 Langowan, Minahasa Regency. The research method uses a quantitative approach using a cross sectional study research design, namely data collection and research conducted at the same time. The data collection technique was done with a questionnaire. The results showed that there is a significant relationship between motivation and employee discipline at SMK Negeri 1 Langowan. The contribution of motivation (X1) and discipline (X2) together to performance (Y) is 34.6%.

Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui sejauhmana pengaruh motivasi dan disiplin terhadap kinerja guru dan pegawai Di SMK Negeri 1 Langowan Kabupaten Minahasa. Metode penelitian menggunakan pendekatan kuantitatif dengan menggunakan desain penelitian cross sectional study, yaitu pengambilan data dan penelitian dilakukan pada saat yang bersamaan. Teknik pengumpulan data dilakukan dengan kuisioner. Hasil penelitian menunjukkan bahwa terdapat hubungan yang signifikan motivasi dan disiplin pegawai di SMK Negeri 1 Langowan. Terdapat pengaruh yang signifikan motivasi dan disiplin pegawai di SMK Negeri 1 Langowan. Kontribusi motivasi (X1) dan disiplin (X2) secara bersama-sama terhadap kinerja (Y) sebesar 34,6%.

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Corresponding Author:

Artistic Thean Mautang

Universitas Manado

1. INTRODUCTION

To achieve management goals and processes run well, the government must have knowledgeable and highly skilled human resources and efforts to manage the organization as optimally as possible so that employee performance increases. According to Wibowo (2016: 3) performance is the implementation of plans that have been prepared. Performance implementation is carried out by human resources who have the ability, competence, motivation and interests.

How an organization values and treats its human resources influences their attitudes and behavior in carrying out performance. Good performance is optimal performance, namely performance that meets organizational standards and supports the achievement of organizational goals. A good organization is an organization that tries to improve the capabilities of its human resources, because this is a key factor in improving employee performance. Increasing employee performance will bring progress for government agencies to be able to survive in an unstable competitive government environment. Therefore, efforts to improve employee performance are the most serious management challenges because success in achieving the goals and survival of a government agency depends on the quality of performance of the human resources within it. The role of

employee performance in an organization becomes clearer, so it is mandatory for organizations to think about appropriate strategies to improve employee performance.

Various strategies that can be implemented by organizations to manage employee performance include: providing motivation, providing work enthusiasm, implementing work discipline and career development, inadequate infrastructure, competency through education and training, providing incentives, work culture, leadership, increasing job satisfaction, and employee work experience.

Employee motivation is very important and very necessary in improving and developing their performance. Veithzal Rivai (2005), said that the definition of motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals. Motivation is something that creates enthusiasm or encouragement for work, so that whether an employee's motivation is strong or weak also determines performance because a person's performance depends on the strength of his or her motives.

The motive referred to here is the desire and drive or movement that exists within each individual to achieve a target. Someone who has high motivation will work hard, maintain a hard work pace, and have self-controlled behavior towards important goals. Thus, the high motivation that an employee has at work will also result in high performance.

One factor other than motivation, which is really needed to support self-development and improve the quality of employee performance, is work discipline. Heidjrachman and Husnan (2012:15), state that discipline is every individual and group ensuring compliance with orders and taking the initiative to carry out necessary actions if there are no orders. The higher the work discipline of each employee which is supported by skills, wages or a decent salary, the activities of the agency itself will be influenced. Discipline is a person's awareness and willingness to obey all company regulations and applicable social norms (Hasibuan, 2003). High work discipline will help improve performance.

According to Hasibuan in Nawawi (2006:64) states that work results or achievements are a combination of three factors consisting of interest in work, acceptance of task delegation, and the level of motivation of a worker. This is in accordance with Hidayat's (2012) research entitled "The Influence of Leadership and Work Motivation on PT KIA Employee Performance", which concluded that leadership and work motivation influence performance. Gusmana's (2008) research concluded that organizational culture, work discipline and work motivation influence performance. Meanwhile, Handayaniingsih (2006).

Educational staff and educational staff are one of the most important resources for educational institutions. Teachers and employees as intended are the driving force behind the progress and decline of the educational institution's organization and at the same time the management of the organization so that they can carry out activities to achieve the goals that have been set. In this regard, efforts to achieve the organizational vision and mission of SMK Negeri 1 Langowan are influenced by organizational behavior which is a reflection of the behavior and attitudes of its employees, in this case teachers and employees, meaning that the higher the performance of human resources, the better the organizational performance. the higher it is, which in turn will be able to achieve its goals.

Regarding the implementation of tasks, work enthusiasm is one of the factors in determining what must be done to achieve the goals that have been set. The ability of teachers and employees usually shows the potential to carry out a job in accordance with their abilities, skills and knowledge. High work morale in an employee will have a positive impact on improving the quality of services in the education sector. This means that the more enthusiastic an employee is in carrying out a job, the more work he can complete and maintain the quality of his work (Subarjo, 2015).

In an educational institution, the problem that is often faced is why some teachers and employees work more optimally than others, this is a question that continually arises and is

always faced by leaders of educational institutions, there are employees who have the ability, skills and work enthusiasm that are in line with expectations. educational institutions, teachers and employees often have the ability and skills but lack high work enthusiasm, so that performance does not match the expectations of educational institutions. This can be understood because an organization consists of individuals who have different backgrounds and goals. differ from each other with the agency's objectives (Nurdin, 2013).

The level of employee discipline influences employee performance. This is in accordance with research by Wahyuningrum (2009:127) which states that there is a positive relationship between work discipline and performance. Zaeni (2012) with his research entitled "The Influence of Discipline and Work Motivation on the Performance of Employees at the Karawang Regency Religious Affairs Office". Zaeni concluded that discipline and work motivation directly influence employee performance. Endang Sumarna (2007) concluded that discipline and job satisfaction make a positive contribution to employee performance. Meanwhile, Kuswanda (2006) in his research entitled "The Influence of Work Ability, Work Motivation and Work Discipline on the Performance of Deconcentrated Employees and Assistance Tasks of the SETDA of West Java Province", concluded that work ability, work motivation and work discipline influence employee performance. Ridwan (2012) in his research entitled "The Role of Leadership and Work Discipline on Teacher Performance", concluded that the role of leadership and work discipline influence employee performance.

The author's initial observations obtained at the Langowan 1 State Vocational High School educational institution, that there were still teachers and staff lacking in terms of discipline, motivation and work enthusiasm. Lack of discipline and motivation of teachers and employees due to often arriving late, break times sometimes exceeding the limit so that they work less hours and go home before time. This can be observed in the implementation of morning assembly and afternoon assembly which teachers and staff must attend every day. There is a lack of enthusiasm for work by some teachers and employees in completing every job and delegating work to other colleagues. Reluctant and lazy to develop themselves even though the facilities have been provided by the office so that it can affect the work productivity of teachers and employees.

2. METHOD

The type of research used is quantitative research using a cross sectional study research design, namely data collection and research are carried out at the same time. After the data is collected, the data for each variable, both independent and dependent variables, is first described (exposed), then analyzed to see the relationship and analyzing the influence between independent and dependent variables and then presenting or presenting them by the researcher. Furthermore, the research was carried out at SMK Negeri 1 Langowan.

Meanwhile, the research population includes all characteristics related to the characteristics in this study. The population in this study is all the characteristics related to the variables studied, namely motivation, discipline and performance variables of teachers and employees at SMK Negeri 1 Langowan. According to Sujana (1992:6) "population is the totality of all possible values, both the results of calculating and quantitative and qualitative measurements of certain characteristics regarding a complete and clear set of objects whose properties you want to study. The population unit is the total of 53 teachers and employees at SMK Negeri 1 Langowan.

This research uses a questionnaire as a research instrument. Before the questionnaire is used, it will be tested for validity and reliability using the SPSS program's Alpha Cronbach model. Sugiyono (2012: 132), believes that the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. The answer to each instrument item using a Likert scale has a positive gradation.

This research also tested the validity and reliability of the research instrument. Both of these tests were carried out to find out whether each research instrument is suitable for use in research

3. RESULTS AND DISCUSSION

The description of the research data is the score obtained per item from each research variable, namely Motivation (X1), Discipline (X2) and Performance (Y). The total score obtained per item from each respondent on each of these variables becomes data for further calculations in hypothesis testing using the SPSS program application. Below we will present tabulated data in the form of frequency distribution, average and standard deviation for each variable studied.

Motivation Score Distribution

Based on research master data consisting of 53 research respondents and processed using the SPSS program, the research results showed that the lowest score for the Motivation variable was 117, the highest score was 150, the average was 137.7170, the standard deviation was 11.60964 (Table01), as shown in the following table.

Table 1 Descriptive Statistics Variable of motivation

N	Valid	53
	missing	0
Mean		137.7170
Std. Deviation		11.60964
Sum		7299.00
Minimum		117.00
Maximum		150.00

Based on the average value achieved of 137.7170 when compared with the ideal score of 150, the tendency for the Motivation variable to be obtained is a value of 0.8950 or 89.50%.

Multiple Regression Test

Table 1 Model Summary of Variables X1 and X2 against Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.897a	0.805	0.797	6.20849

a. Predictors: (Constant), Discipline, Motivation

The results of the analysis obtained a coefficient of determination (R Square=0.805(80.6%) so that the motivation contribution (X₁) and discipline (X₂) together on performance (Y) of 80.6%.

Table 3 ANOVA of variables X1 and X2 on Y

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7964,283	2	3982,141	103,311	,000b
	Residual	1927,264	50	38,545		

Total	9891,547	52			
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a. Dependent Variable: Performance

b. Predictors: (Constant), Discipline, Motivation

The results of the F test obtained a probability value smaller than the 5% significance level ($p=0.000<0.05$) so it can be stated that the variance of the performance variable (Y) can be influenced by the variance of the motivation (X1) and discipline (X2) variables together.

.Discipline Score Distribution

Based on research master data consisting of 53 research respondents and processed using the SPSS program, the research results showed that the lowest score for the Discipline variable was 97, the highest score was 133, the average was 117.0566, the standard deviation was 10.43739

Based on the results of statistical tests, it can be clearly seen that partially all independent variables have an effect on the dependent variable. The influence given by these two independent variables is positive, meaning that the better the motivation and work discipline, the better the resulting employee performance. These results are in accordance with the proposed hypothesis. The results of this study are also in accordance with previous results. The explanation is as follows:

The relationship between motivation and discipline on performance

The results of the product moment correlation test of the motivation variable (X1) with performance (Y) obtained a probability value of 0.000. Because the probability value is smaller than the 5% significance level ($p=0.000<0.05$), it can be stated that the motivation variable and the performance variable are significantly related. In other words, there is a significant influence of motivation and discipline on employee performance at SMK Negeri 1 Langowan. In line with research conducted by Erisne (2012) on employees at the Way Kanan District Education Office. The research results show that there is a significant relationship between motivation and discipline on employee performance at the Way Kanan District Education Office with a probability value of 0.000. Likewise, research conducted by Sembodo (2020) on employees at the Mojokerto Regency Education Office. The research results showed that there was a significant relationship between employee motivation and discipline at the Mojokerto Regency Education Office with a P value of 0.000.

The influence of motivation and discipline on performance

The results of the analysis obtained a coefficient of determination (R Square=0.805(80.5%)) so that it can be stated that the contribution of motivation (X1) and discipline (X2) together to performance (Y) is 80.5%.

The results of the F test obtained a probability value smaller than the 5% significance level ($p=0.000<0.05$), so it can be stated that the variance of the performance variable (Y) can be influenced by the variance of the motivation (X1) and discipline (X1) variables together. .

The results of the partial t test obtained a probability value smaller than the 5% significance level ($p=0.000<0.05$), so it can be stated separately that motivation (X1) on performance (Y) and discipline (X2) on performance (Y) have a significant influence significant. Based on the results of the analysis, a regression equation was created:
 $Y=a+b_1x_1+b_2x_2$

$Y=-13,542+0.483X_1+0.670X_2-13.542$ is a constant price, namely the performance value (Y) without being influenced by motivation (X1) and performance (Y). Meanwhile, 0.483 of 0.483.

0.670 0.670. The beta value is a value that shows which variable X (motivation or discipline) most dominantly influences the performance variable (Y). Based on the results of the analysis, it was obtained that the beta value of X1 was 0.406 and .

In line with research conducted by Arsyenda (2013) on PNS Bapeda Malang City. The research results show that there is a significant influence on the motivation and discipline of civil servants as seen from the results of the calculated F test analysis which is 14.168 with a significance of 0.000 and the motivation t test (X1) is 2.097 with a significance of 0.044, discipline (X2) is 3.662 with a significance of 0.001. Likewise, research conducted by Sutrisno (2020) on Civil Servants at the Central Java Provincial Social Service Office. The research results showed that there was a significant influence of motivation and discipline on the performance of civil servants. With the F test results, a probability value of 0.000 is obtained.

Research conducted by Suparno (2019) on ASN at the Subulusallam Regional Secretariat. The research results showed that there was a significant influence on the motivation and discipline of ASN at the Regional Secretariat of Subuluhsallam City with the value of the F test results where the calculated f was greater than the F table. According to Wahjosumidjo (2012) motivation is something basic that drives a person to work. Basically, organizations not only expect employees who are capable, capable and skilled, but most importantly they are willing to work hard and have the desire to achieve optimal work results. Employees' abilities, abilities and skills are meaningless to the organization, if they do not work hard with the abilities, skills and skills they have.

To encourage and mobilize subordinates to be willing to work as optimally as possible, it is necessary to ensure communication and participation from all parties. Motivation requires that managers know how to motivate their employees, how they spend time trying to get input from subordinates about the problems they face.

Work discipline can be an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not evade accepting sanctions if he violates the duties and authority given to him. So you can be disciplined created when employees can adapt their attitudes, behavior and actions to the organization's rules or regulations, both verbal and/or written. The purpose of establishing regulations or rules is not merely to punish employees, but rather as a starting point for carrying out daily activities which, if followed and adhered to properly, will provide great benefits, namely achieving the work productivity expected by the organization (Sastrohasiwoyo (2010) .

Discipline is a person's awareness and willingness to obey all organizational regulations and applicable social norms." From this definition, there are two words that need to be understood, namely awareness and willingness. Awareness is the attitude of a person who voluntarily obeys all regulations or is aware of his duties and responsibilities. Willingness is a person's behavioral attitude and regulations that are in accordance with the organization's regulations, whether written or unwritten, so it can be stated that employee discipline is an employee's compliance and obedience to all regulations made by the organization. Even though discipline is a form of punishment, the implementer of the discipline does not always view the discipline as something that is undesirable, because sometimes the discipline makes someone appreciate their work more than others. The existence of sanctions or punishments for employees who violate organizational regulations is not an organizational goal, but the regulations made are an effort to enforce work discipline towards increasing work performance which will ultimately increase work productivity. However, organizations need to design employee discipline programs through several actions, both positive and negative (Hasibuan, 2010).

Based on the research results, the author assumes that good motivation and high discipline can improve the performance of teachers and employees at SMK Negeri 1 Langowan. Moreover, as an ASN there are provisions that must be obeyed in accordance with Government Regulation Number 94 concerning ASN Discipline which regulates,

among other things, obligations, prohibitions and disciplinary penalties that can be imposed on teachers and employees who have been proven to have committed violations, with levels of light, medium and heavy disciplinary punishment.

4. CONCLUSION

Based on the hypothesis proposed in and looking at the results of the discussion, the following conclusions can be drawn from this research:

1. There is a significant relationship between employee motivation and discipline at SMK Negeri 1 Langowan.
2. There is a significant influence on employee motivation and discipline at SMK Negeri 1 Langowan.
3. The contribution of motivation (X1) and discipline (X2) together to performance (Y) is 34.6%.
4. The variance of performance variables (Y) can be influenced by the variance of motivation variables (X1) and discipline (X2) together.
5. Motivation (X1) on performance (Y) and discipline (X2) on performance (Y) separately have a significant influence.
6. The discipline variable (X2) influences the performance variable (Y) more than the motivation variable (X1).

5. ACKNOWLEDGEMENT

Program Postgraduate Public Administration Study Program, Faculty of Social Sciences and Law, Manado State University

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