

Impact of Motivation and Discipline on Employee Productivity at Department of Population and Civil Registration of Badung

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Abstract

Purpose – To know effect of motivation and discipline on employee productivity in Population and Civil Registration Badung Regency.

Methodology – The subjects of research are all employees of the Population and Civil Registration Service Badung Regency, with a total of 47 individuals. The sampling technique used saturated sampling so that 47 respondents were obtained. The research instrument consists of a questionnaire along with several other data collection methods, including observation, interviews, questionnaires and literature studies. The analytical method used is multiple linear regression analysis with SPSS.

Findings – The study findings reveal that work motivation and work discipline positively and significantly influences employee productivity at the Population and Civil Registration Service of Badung Regency.

Originality – The findings of this research can contribute to the advancement of knowledge in general, particularly in the field of human resource management to work motivation, work discipline and employee productivity and then also serve as a reference if further research is conducted related to this title.

1. Introduction

Employee productivity is an important indicator in assessing individual work in an agency. In the context of government agencies, especially employee productivity greatly influences the public services provided to the community. Productiveness is the potential to provide goods or

services from various resources and abilities possessed by each job or employee (Kustini, 2020). Setiawan (2021) states that productivity is the comparison between output and input.

There are several elements that influence workers productivity, namely work motivation and work discipline. Ferdinatus (2020:3) It is stated that work motivation must be developed through a strong personality and good character, as fostering motivation based on incorrect principles or reasons can lead to losses both personally and institutionally. Apart from work motivation, another factor that affects employee productivity is work discipline. Work discipline is employee's focus and willingness to conform with all organizational guidelines and relevant social norms. Change their behavior following established rules (Sinambela, 2018). The work discipline is the ability and willingness of employees to be have In line with the rules and standards established by the agency.

In Badung Regency Population and Civil Registration Service, employee productivity decreased, as may be visible from the Employee Performance Targets facts which indicates a trend decreasing average scores over the last three years as shown as in the table 1:

Table 1. Employee Performance Target Value (SKP) ASN at the Population and Civil Registration Service Badung Regency 2021-2023

Year	Number of employee (people)	Skors : 90-120			Averange Value
		Range A 90 – 100	Range B 100 - 110	Range C 110 - 120	
2021	47	44	3	0	97 %
2022	47	45	2	0	97 %
2023	47	46	1	0	96 %

Source: data processing

This low productivity is thought to be caused by a lack of work motivation which is influenced by internal conflict, lack of effective communication, and a less conducive work environment. Apart from that, disciplinary problems are also a significant factor, as shown by the level of employee absenteeism that exceeds the established reasonable limits which as presented in the table 2:

Table 2. ASN Employee Absence Data

Number	Month	JP (people)	JHK (days)	Total Absences	Absences Rate
1	January	47	16	25	3,3
2	February	47	20	31	3,2
3	March	47	19	26	3,0
4	April	47	14	44	6,6
5	May	47	20	36	3,8
6	June	47	27	23	1,8
7	July	47	20	41	4,3
8	August	47	18	35	4,1
9	September	47	20	32	3,4
10	October	47	22	55	5,3
11	November	47	22	58	5,6
12	Desember	47	19	42	4,7
Total					49,1
Average					4,09

Source: data processing

Impact of work motivation and work discipline on employee productivity at the Population and Civil Registration Service of Badung Regency is purpose on this research. According to McClelland (2016:94), Motivation is a mental state that drives an individual to perform at their highest level. Rivai (2017: 276) say that motivation is combination of behaviors and values that drive individuals to achieve specific objectives aligned with their personal goals. These intangible values generate energy, encouraging individuals to work optimally in pursuit of the company's objectives. According to Saroso & Fahmi (2017: 100) motivation is a structure or behavior that helps people to act in a way that is directed towards certain goals. Hartanto's (2022) research shows that motivation influences the work productivity of Tegal Regency Industry and Manpower Service employees. Meanwhile, research by Asrimeidari (2021) Indicates that work motivation affects the productivity of employees at the Padang City Transportation Service.

H1: Work motivation has a positive and significant impact on employee productivity at the Population and Civil Registration Service of Badung Regency.

Silaswara et al. (2021) It is stated that discipline is the awareness and willingness to adhere to all regulations and norms established by the agency. Meanwhile, according to Singodimedjo (2019: 86), discipline is a human attitude that is ready and willing to follow and adhere to government regulations that impact its environment. Research conducted by Sartika *et al.* (2023) shows That the results of discipline assessments positively impact productivity. This indicates that the higher an employee's level of discipline, the greater their productivity will be. The research conducted by Marsa *et al.* (2023) which shows that work discipline has a partially significant effect on the work productivity of employees at the Sinjai Regency Public Works (PU) Service. The results of research by Anggi *et al.* (2023) shows that work discipline has a positive and significant influence on work productivity. Defitriana's research (2022) demonstrate that work discipline has a significant simultaneous impact on employee productivity at the Bima Regency Public Works (PU) Department.

H2: Work discipline positively and significantly impacts employee productivity at the Population and Civil Registration Service of Badung Regency.

Kustini & Sari (2020) state that work productivity is the ability to produce goods or services from various resources and abilities possessed by each worker or employee. Maruli (2020: 58) It is stated that work motivation encompasses all factors that stem from an individual's desires, generating enthusiasm and aspirations from within. This motivation influences, directs, and sustains behavior to achieve goals or objectives that align with the scope of work. Handoko (2016:213) discipline is managerial activity designed to uphold organizational standards. Strong employee discipline accelerates the achievement of company goals, while a decline in discipline can hinder progress and slow down goal attainment. Research by Adinda *et al.* (2024) It demonstrates that work discipline and motivation significantly impact employee productivity at the Sidrap Regency Civil Service Police and Fire Department Services. There is by Milka *et al.* (2024) It indicates that work discipline and work motivation have a significant impact on the productivity of employees at the Depok City Cooperatives and Micro Enterprises Department. Karsim's research (2023) shows that motivation positively and significantly affects employee productivity.

H3: Work motivation and work discipline positively and significantly impact employee productivity at the Population and Civil Registration Service of Badung Regency.

2. Research Method

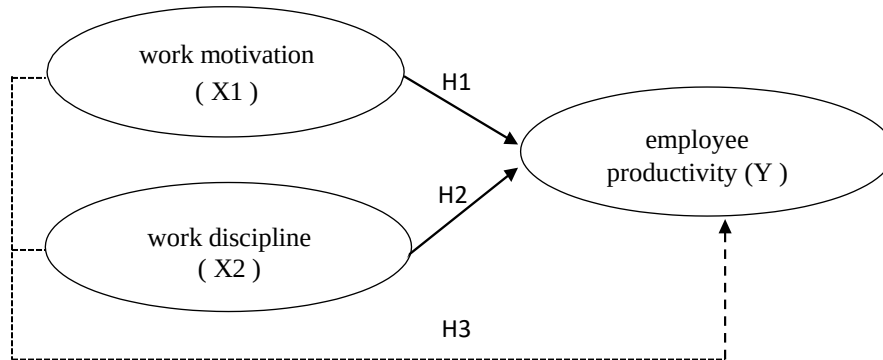


Figure 1. Conceptual framework (Aryk, 2015)

The sample was determined using a saturated sampling technique, consisting of 47 respondents. Data collection methods included observation, interviews, questionnaires, and literature study. The research instrument was tested for validity and reliability using a sample of 30 respondents. The validity test in this research valid because the correlation efficiency > 0.3 . The reability test on this havr a look at became reliable as it had a Cronbach's alpha $> 0,60$. Classic assumption test inclusive of: normality test-research data said be normally distributed or meets the normality test if the Asymp.Sig (2-tailed) residual variable value is above 0.05 or 5%; multicollinearity test-multicolineqrity may be seen with the Variance Infaltion Factor (VIF). If the $VIF \leq 10$ and the tolerance $\geq$ zero, then no signs of multicollinearity; heteroscedasticity test-the regression model does not exhibit heteroscedasticity if the significance value of the independent variable on the absolute residual statistic is greater than $\alpha = 0.05$; multiple linear regression analysis-the assessment was conducted using multiple linear regression analysis and determination efficiency analysis. Based on multiple linear regression analysis, it can be observed that the regression equation is:

$$Y = \alpha + \beta_1. X1 + \beta_2. X2 + e$$

Partial hypothesis testing can be conducted using the t-test formula. The t-statistical test is designed to determine whether each independent variable (X) has a significant effect on the dependent variable (Y). The F-test determines whether all independent variables included in the model collectively have a significant impact on the dependent variable. The coefficient of determination in this study, based on the Adjusted R-square value of 0.851, indicates that 85.1% of the variation in employee productivity can be explained by the two independent variables: work motivation and work discipline. Meanwhile, the remaining 14.9% is influenced by other factors.

3. Results and Discussions

Table 3. Validity Test

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No	Variable	Question	Coefficient Correlation	Information	
1	Employee Productivity (Y)				
		Ability	Y.1	0,833	Valid
			Y.2	0,708	Valid
		Improving Achieved Results	Y.3	0,641	Valid
			Y.4	0,792	Valid
		Work Enthusiasm	Y.5	0,783	Valid
		Y.6	0,734	Valid	

	Self Development	Y.7	0,843	Valid
		Y.8	0,762	Valid
	Quality	Y.9	0,698	Valid
		Y.10	0,544	Valid
	Efficiency	Y.11	0,579	Valid
		Y.12	0,768	Valid
2	Work Motivation (X1)			
	Encouragement to Achieve	X1.1	0,742	Valid
	Goals	X1.2	0,828	Valid
	Work Enthusiasm	X1.3	0,671	Valid
		X1.4	0,763	Valid
	Initiative and Creativity	X1.5	0,651	Valid
		X1.6	0,710	Valid
	Sense of Responsibility	X1.7	0,712	Valid
		X1.8	0,660	Valid
3	Work Discipline (X2)			
	Compliance with Time	X2.1	0,634	Valid
	Regulations	X2.2	0,768	Valid
	Compliance with Company	X2.3	0,693	Valid
	Regulations	X2.4	0,754	Valid
	Compliance with Behavioral	X2.5	0,586	Valid
	Rules in Work	X2.6	0,676	Valid
	Compliance with Other	X2.7	0,746	Valid
	Regulations in the Company	X2.8	0,651	Valid

Source: data processing

All statements have a correlation coefficient greater than 0.30, indicating that all indicators meet the data validity requirements.

Table 4. Reliability Test

Number	Variable	Cronbach's Alpha	Information
1	Employee Productivity (Y)	0,918	Reliabel
2	Work Motivation (X1)	0,863	Reliabel
3	Work Discipline (X2)	0,835	Reliabel

Source : data processing

Reliability was measured using the Cronbach's alpha statistical test. The results indicate that the Cronbach's alpha value is sufficiently high, as shown in the table. Based on Table 4, it can be observed that all variables meet the reliability requirements.

Table 5 Results of Multiple Linear Regression Analysis

Model		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
		B	Std. Error	Beta	
1	(Constant)	2.775	2.653		
	X1	0.585	0.216	0.399	1.046
	X2	0.809	0.218	0.545	2.710
					0.010
					3.708
					0.001

a. Dependent Variable: Y

Source: data processing

The regression equation is as follows: $Y = 2.775 + 0.585 X1 + 0.809 X2 + e$

Interpretation of regression coefficients:

$\alpha = 2.775$ statistically, the constant value is 2.775, indicating that if work motivation and work discipline remain unchanged, employee productivity will stay constant 2.775.

$\beta_1 = 0.585$ statistically indicates the presence of positive effect and significant impact between work motivation variable (X1) on employee productivity (Y) of 0.585, which means that every time there is an increase in work motivation it will cause an increase in employee productivity provided that the other variables are assumed to have not changed.

$\beta_2 = 0.809$ statistically indicates the presence of positive effect and significant impact between work discipline variable (X2) on work productivity (Y) with coefficient of 0.809. This means that each increase in work discipline leads to a corresponding rise in work productivity. it's a going lead to an increase in employee productivity provided that other variables are assumed to remain unchanged.

It can be observed from the table 5, that the t-count value for the work motivation variable (X1) is 2.710, with a significance value of 0.010. It can be seen, from the table above that the t-count value for the work discipline variable (X2) is 3.708, with a significance level of 0.001.

Table 6. Simultaneous Significance Test (F-test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2501.386	2	1250.693	132.428	0.000^b
	Residual	415.550	44	9.444		
	Total	2916.936	46			

a. Dependent Variable: Y
b. Predictors: (Constant), X2, X1

Source : data processing

From the table 6, it can be observed that dfn = degrees of freedom in numerator= 2 and df = degrees of freedom in denominator= 44, the obtained value of F-count= 132.428 and the value of Sig. count = 0.000.

From the research effects, it's miles recognized that there may be a high-quality impact work motivation on employee productivity. T-count value is greater than t-table value, that proven by t-count value of 2.710 is compared to the t-table value of 2.015, it's mean H_0 is rejected, and H_1 is accepted. Because of this statistically with confidence level (α) of 5%, the work motivation variable (X1) has positive and significant effect on employee productivity (Y). This due to the fact that work motivation generally high, which contributes to increased employee productivity. This suggests that better work motivation leads to higher employee productivity.

This research it's far regarded that there is significant influence of work discipline on employee productivity. That proven t-count value of 3.708 compared to the t-table value of 2.015, showing that the t-count value is greater than the t-table value. Additionally, the t-count falls within the H_0 rejection region. Therefore, H_0 rejected, and H_2 accepted. This indicates that, statistically, at the confidence level (α) = 5%, this indicates that, statistically, at the partial level, the work discipline variable (X2) has a positive and significant effect on employee productivity (Y). That because work discipline of employees in Badung Regency Population and Civil Registration Service will affect employee productivity. That's when the work discipline employees higher, than productivity level will be high.

The research results indicate work motivation and work discipline variables simultaneously influence employee productivity. This is evidenced by the F-count value of 132.428 compared to the F-table value of 3.21, showing that the F-count value is greater than the F-table value.

Additionally, the F-count falls within the H0 rejection region. Thus, H0 is rejected, and H3 is accepted. This means that, statistically, at a confidence level of $(\alpha) = 5\%$, work motivation (X1) and work discipline (X2) simultaneously have a positive and significant effect on employee productivity (Y). This implies that better work motivation and higher level of work discipline than greater the increase in employee productivity.

4. Conclusions

Based on the data obtained from the analysis results, the following conclusions can be drawn, work motivation has a positive and significant effect on employee productivity in Badung Regency Population and Civil Registration Service. This indicates that higher work motivation leads to increased employee productivity. Work discipline has positive and significant effect on employee productivity in Badung Regency Population and Civil Registration Service. This suggests that a higher level of work discipline results in greater employee productivity. Work motivation and work discipline together have a positive and significant effect on employee productivity in Badung Regency Population and Civil Registration Service. This implies that improving both work motivation and work discipline will enhance employee productivity.

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