



The Effect of Work Motivation and Work Discipline on Employee Achievement at A Psychiatric Hospital in South Sulawesi Province

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ABSTRACT

This study aims to determine the effect of work motivation and work discipline on employee performance at the Mental Hospital of Southeast Sulawesi Province. The sample in this study were employees of the Southeast Sulawesi Provincial Mental Hospital, amounting to 71 people. This study uses multiple linear regression analysis as an analytical tool.

The results of the study found that simultaneously the variables of work motivation and work discipline had a positive and significant effect on employee performance. Partially, work motivation and work discipline have a positive and significant effect on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province.

Introduction

The organization was established to obtain optimal profits by the plans that have been made. In this effort, employees as the main element in the organization, play a very important role. Organizations will not function without being handled by workers. The success or failure of an organization in maintaining its existence an organization starts from the effort to manage human resources, especially in increasing work effectiveness and efficiency to the maximum.

Management itself consists of six elements (6 M), namely, men, money, methods, materials, machines, and markets. This human element has developed into a field of management science called human resource management which is a translation of Human Resources Management (Hasibuan, 2009: 9).

Assessment of work performance in the context of developing human resources is very important. This is considering that in organizational life everyone as a human resource in the organization wants to get appreciation and fair treatment from the leaders of the organization concerned. Human resources have a very strategic position in the organization, meaning that the human element plays an important role in activities to achieve goals. Human resources referred to in the organization are employees or people who work by selling their energy (physical and mental) to an organization with the aim to obtain remuneration or wages by the agreement. So that human resources are an important asset owned by the organization (Hasibuan, 2013).

Motivation is an integral part of management to carry out the tasks that are their responsibility according to the provisions, rules, and policies of the organization. In a broad view, work motivation is a function that is attached to both the leadership and the operational implementation of the organization, which influence each other in the process of implementing the activities to be carried out which will be determined by the presence or absence of work motivation or making it happen. (Kaswan, 2012).

Discipline is a management activity to implement organizational standards. Etymologically, the word "discipline" comes from the Latin word "diciplina" which means training or education of decency and spirituality as well as character development (Moekijat, 2011: 34). Discipline is a starting point for all success to achieve the goals of an organization. The ap-

plication of discipline in an organization aims so that all employees in the organization are willing to voluntarily obey and obey every applicable order without any coercion.

Literature review

Motivation concept

Motivation comes from the Latin word "movere" which means encouragement or driving force. This motivation is only given to humans, especially to their subordinates or followers. From some literature, experts provide different understandings of motivation depending on their respective points of view. This can be seen according to Widjaja (2009:11), Motivation is the difference between being able to implement and being willing to carry out. Motivation is closer to wanting to carry out tasks to achieve goals.

According to Simamora (2008: 456), states that motivation is a psychological drive that directs a person towards a goal. The word motivation involves more than mental physical movement. Motivation also has two sides of movement and motive. Movement can be seen but the motive must be inferred. Motives are often defined as needs, drives, desires, or impulses within the individual.

To make it clearer the formulation of motivation that has to do with achieving goals in an organization, according to Siagian (2011: 138), resulting in a member of the organization willing and willing to mobilize abilities in the form of expertise or skills, energy and time to carry out various activities that are their responsibility. and fulfill their obligations in the context of achieving predetermined organizational goals and objectives.

Work Discipline Concept

Discipline in Human Resource Management is expressed as the quality of business carried out by standard operating procedures (SOPs) by someone to obtain goods and services (Sedarmayanti 2009:103). The government as an organization certainly has efforts to improve employee discipline to achieve organizational goals, like other organizations, Human Resources are the main movers of the organization. Employees who have high discipline directly facilitate an organization to achieve its goals.

Saydam (2010) discipline is the ability to control oneself and carry out the norms that apply in life, obeying the procedures that have been determined in carrying out the duties and responsibilities that have been handed over to everyone so that they can be carried out with full awareness.

Toha (2012: 76) employee discipline is the presence, return of employees on time according to the specified schedule, and completing tasks according to the specified schedule. Siagian (2008:305) employee discipline is a form of training that seeks to improve and shape the knowledge, attitudes, and behavior of employees so that these employees voluntarily try to work cooperatively with other employees and improve their performance. From some of the opinions of the experts above, it can be interpreted that work discipline is employee compliance in obeying organizational regulations.

Work Performance Concept

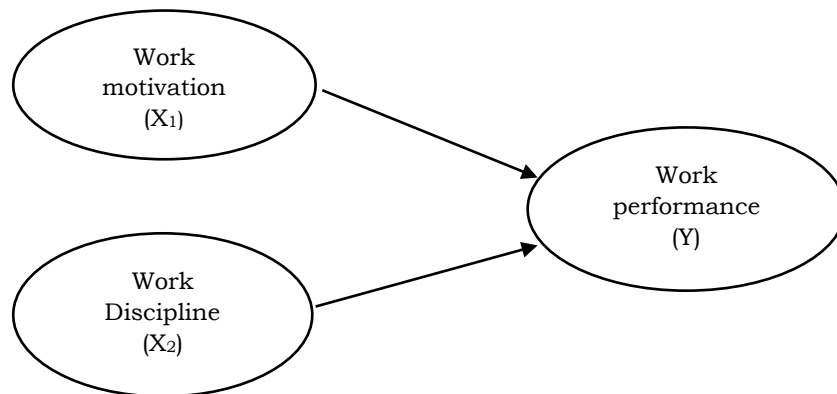
Every employee is expected to always perform well in his work. In this case, of course, the tasks assigned to him can be completed properly in the sense of being accompanied by high discipline skills and responsibility. If this situation can be created, it will certainly affect the work results of employees both in quality and quantity.

Malay S.P. Hasibuan (2009: 94) explains that work achievement is a result of work achieved by someone who carries out the tasks assigned to him based on skill and sincerity and time. Work performance is an evaluation process or employee performance carried out by the organization. Handoko (2010: 135) states that performance appraisal is a process through which organizations evaluate or assess employee performance. This activity can improve personnel decisions and provide feedback to employees on the performance of their work.

Conceptual Framework and Hypotheses

Alluding to the problem of work performance many factors that influence it. One of the factors that can influence is how the organization's management can develop its human resources. Employee Human Resource Development can be done by providing motivation and work discipline owned by employees. This research was conducted to determine the effect of motivation and work discipline on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province. More details can be seen in the conceptual framework image as follows:

Scheme 1. Conceptual Framework



Research Hypothesis

One way that can be used to see the work of employees in the organization is through the results of the work performance assessment. In advanced organizations, performance appraisal is used as consideration for top management in promoting, providing wages (compensation), and decisions regarding employee termination. Based on the explanation above, the hypotheses of this research are:

1. Work motivation and work discipline have a significant effect on improving employee work performance.
2. Motivation has a significant effect on increasing employee work performance.
3. Work discipline has a significant effect on improving employee work performance.

Research methods

Population and Research Sample

The population is the entire collection of elements that have the same characteristics and have the same opportunity to be selected as members of the sample (Umar, 2009). The population in this study were all employees of the Mental Hospital of Southeast Sulawesi Province, as many as 239 people.

The sample is part of the total population that has the characteristics of that population. The sample taken must be representative, meaning that the sample must reflect and have population characteristics (Azwar, 2010). To determine the sample size of the population, the researcher used the Slovin formula. The sample used in this study was 71 employees of the Southeast Sulawesi Province Mental Hospital.

Data source

The source of data used in this study is primary data, namely data obtained from the Southeast Sulawesi Provincial Mental Hospital through direct and comprehensive interviews on the main topics of discussion related to the problem and will be investigated further.

Data Collection Techniques

Data collection methods used in this study are;

1. Questionnaire Method (questionnaire). A questionnaire (questionnaire) is a data collection technique that is done by preparing and providing a list of questions or statements to respondents to answer.
2. Interview, which is a form of data collection that the author uses by conducting direct questions and answers to the employees of the Mental Hospital of Southeast Sulawesi Province.

Data analysis technique

For analysis and hypothesis testing, multiple linear regression analysis was used which was processed using the SPSS program: Multiple Linear Regression Equations.

Research result

Test the Validity and Reliability of Research Instruments

Research Instrument Validity Test

A validity test is used to measure the validity or validity of data. A questionnaire is said to be valid if the questions on the questionnaire can reveal something to be measured. The method of testing the validity is by calculating the correlation between the scores of each question and the total score using the product-moment correlation (Arikunto 2002:144) at the confidence level $\alpha = 0.05$.

Based on the data from the questionnaire, the validity test was carried out using the SPSS version 23 program and the results were obtained as shown in table 1 below.

Table 1. Recapitulation of Instrument Validity Test Results

Research variables	Items	Koefisien Korelasi ®	Sign.	Result
Work motivation (X1)	X1.1.1	0,479	0,000	Valid
	X1.1.2	0,638	0,000	Valid
	X1.2.1	0,393	0,001	Valid
	X1.2.2	0,400	0,001	Valid
	X1.3.1	0,391	0,014	Valid
	X1.3.2	0,368	0,002	Valid
	X1.4.1	0,481	0,000	Valid
	X1.4.2	0,468	0,000	Valid
	X1.5.1	0,594	0,000	Valid
	X1.5.2	0,637	0,000	Valid
Work Discipline (X2)	X2.1.1	0,623	0,000	Valid
	X2.1.2	0,555	0,000	Valid
	X2.2.1	0,468	0,000	Valid
	X2.2.2	0,454	0,000	Valid
	X2.3.1	0,375	0,020	Valid
	X2.3.2	0,630	0,000	Valid
Employee Work Performance (Y)	Y1.1.1	0,618	0,000	Valid
	Y1.1.2	0,404	0,000	Valid
	Y1.1.3	0,529	0,000	Valid
	Y1.2.1	0,353	0,003	Valid
	Y1.2.2	0,353	0,003	Valid
	Y1.2.3	0,320	0,006	Valid
	Y1.2.4	0,614	0,000	Valid
	Y1.2.5	0,598	0,000	Valid

Source: Primary Data

Based on table 1, it shows that all items that measure each indicator variable produce a coefficient of validity that is more than 0.3 (r 0.30). Thus it can be stated that the data collection instrument used in this study is valid.

Reliability Test

After the validity test is done, then the reliability test is carried out. Reliability is an index that shows the extent to which a measuring instrument can be trusted or relied on. To test the reliability is done by using the Alpha Cronbach (α) technique, where a research instrument is a strong construct. Test results The validity of the research instrument is said to be reliable if it has a reliability coefficient or alpha generated more than 0.60 (> 0.60).

The recapitulation of the results of the instrument reliability test on the indicator variables of this study is presented in table 2 below:

Table 2. Recapitulation of Instrument Reliability Test Results

Research variables	Cronbach Alpha	Result
Work motivation (X1)	0,708	Reliable
Work Discipline (X2)	0,677	Reliable
Employee Work Performance (Y)	0,702	Reliable

Source: Primary Data

Referring to the results of the reliability test, it shows that the alpha coefficient value of all

statement items used as instruments is still above the cut of value ≥ 0.60 , meaning that all statement items used as instruments can be trusted. It can be concluded that all statement items used are reliable so that the questionnaire used can be said to be feasible and reliable as an instrument for measuring each variable indicator and subsequent data analysis.

Multiple Linear Regression Analysis Results

Based on the partial output of SPSS, the influence of the two independent variables, namely work motivation and work discipline on employee performance is shown in table 3 as follows:

Table 3. Multiple Linear Regression Analysis Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,043	1,824		1,120	,266
	Work motivation	,403	,063	,642	6,442	,000
	Work Discipline	,252	,104	,242	2,427	,018

a. Dependent Variable: Work performance

Source: SPSS Processed Data

Based on table 4.7 above, multiple linear regression equations can be arranged as follows:

$$\text{Employee Work Performance} = 0.642 \text{ Work Motivation} + 0.242 \text{ Work Discipline}$$

It can be explained that: The regression coefficient (b) beta (X1) Work motivation of 0.642 is positive, meaning that the higher the work motivation of the employees of the Mental Hospital of Southeast Sulawesi Province, the better the work performance of the employees.

The regression coefficient (b) beta (X2) work discipline of 0.242 is positive, meaning the better the work discipline of the hospital employees. The soul of Southeast Sulawesi Province, the better the work performance of its employees.

Coefficient of Determination (R²)

The results of the analysis of the coefficient of determination (R²) can be seen in table 4. below:

Table 4. Coefficient of Determination Value (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,838 ^a	,702	,693	,78324

a. Predictors: (Constant), Work motivation, Work Discipline

Source: SPSS Processed Data

Based on the results of the calculation of the coefficient of determination obtained by 0.702. This shows that the variables of work motivation and work discipline affect the variable of employee performance by 70.2%. The rest, which is 29.8%, is explained by other factors that are not included in this research model.

F-test (simultaneous hypothesis testing)

The results of hypothesis testing that examine the effect of work motivation and work discipline variables on the work performance of the Southeast Sulawesi Provincial Mental Hospital employees can be seen in Table 5 below:

Table 5. Simultaneous Hypothesis Test Results (F- Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98,116	2	49,058	79,969	,000 ^b
	Residual	41,715	68	,613		
	Total	139,831	70			

a. Dependent Variable: Work performance

b. Predictors: (Constant), Work motivation, Work Discipline

Source: SPSS Processed Data

Based on table 5 above, it shows that work motivation and work discipline have a positive and significant effect on employee performance, it can be proven by the significance value of F (F-sig) of = 0.000 which means it is smaller than = 0.05 (F-sig 0.000 < 0.05). It can be interpreted that the variables of work motivation (X1) and work discipline (X2) have a simultaneous effect on the work performance of employees (Y) of the Southeast Sulawesi Provincial Mental Hospital so that

the first hypothesis proposed is accepted.

T-test (partial hypothesis testing)

Based on table 3 above, the results of the hypothesis testing of this study can be described as follows:

1. Results of Hypothesis Testing 2

Work motivation (X1) has a positive and significant effect on employee performance (Y), which is indicated by the regression coefficient value of 0.642 which is positive and the significance value is $0.000 < 0.05$, so the proposed hypothesis can be accepted. Based on this, it shows that the work motivation variable (X1) can be included as one of the variables that have a positive and significant effect on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province.

2. Hypothesis Test Results 3

Work discipline (X2) has a positive and significant effect on employee performance (Y) which is indicated by the regression coefficient value of 0.242 which is positive and the significance value is $0.000 < 0.05$, so the proposed hypothesis can be accepted. Based on this, it shows that the work discipline variable (X2) can be included as one of the variables that have a positive and significant effect on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province.

Discussion

The Simultaneous Effect of Work Motivation and Work Discipline on Employee Work Performance

Based on the results of the analysis showed that the variables of work motivation and work discipline which were assessed based on respondents' perceptions had been able to give a simultaneous influence on the work performance of hospital employees. The soul of Southeast Sulawesi Province. Based on this, it shows that the better the work motivation given by the leadership to the boss and the better the work discipline of the employees, the better their work performance.

Based on the theory put forward by Malay S.P. Hasibuan (2009: 94) explains that work achievement is a result of work achieved by someone who carries out the tasks assigned to him based on skills and sincerity and time. Work performance is an evaluation process or employee performance carried out by the organization so that it can be concluded that the better the motivation for employees and the discipline of employees will further improve the performance of hospital employees. The soul of Southeast Sulawesi Province so that it will have an impact on increasing work performance.

The results of this study are in line with research conducted by Ninuk Setiawati (2014) and Ardhika Anggara Putra (2015) who found that motivation and work discipline had a significant effect on employee performance.

The Influence of Work Motivation on Employee Work Performance

Based on the results of the analysis, it is shown that the work motivation variable assessed based on the respondents' perceptions has been able to have a positive and significant influence on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province. Based on this, it shows that the better the work motivation is given to the employees, the more the employee's work performance will be.

This is by the theory put forward by Westerman (2007: 123) which states that motivation is a series of processes that encourage a person's behavior and direct it to the achievement of several goals or briefly that encourages someone to do something that must be done regularly and well. The results of this study are also in line with research conducted by Achmad Fathony Fajar Putra (2016) who found that work motivation has a positive and significant effect on employee performance.

The Influence of Work Discipline on Employee Work Performance

Based on the results of the analysis, it is shown that the work discipline variable assessed based on the respondents' perceptions has been able to have a positive and significant influence on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province. Based on this, it shows that the better the work discipline of the employees, the more the employee's work performance will be.

This is in line with the theory put forward by Siagian (2008:305) which states that employee discipline is a form of training that seeks to improve and shape employee knowledge, attitudes,

and behavior so that these employees voluntarily try to work cooperatively with other employees. and improve their performance. The results of this study are in line with research conducted by Ardhika Anggara Putra (2015) who found that work discipline has a positive and significant effect on employee performance.

Conclusions and suggestions

Conclusion

Based on the results of the analysis and discussion in this study, it can be concluded that:

1. Work motivation and work discipline simultaneously have a positive and significant effect on the work performance of the employees of the Southeast Sulawesi Provincial Mental Hospital.
2. Work motivation has a positive and significant effect on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province.
3. Work discipline has a positive and significant effect on the work performance of the employees of the Mental Hospital of Southeast Sulawesi Province.

Suggestion

Based on the conclusions obtained, the following suggestions can be submitted:

1. It is expected that the employees of the Southeast Sulawesi Provincial Mental Hospital maintain work motivation and work discipline among them so that they can maintain or further improve their work performance.
2. This research is also expected to be a reference for the Mental Hospital of Southeast Sulawesi Province to measure how work motivation and work discipline occur among its employees to improve the work performance of its employees.
3. It is hoped that further research related to the variables of work motivation, work discipline, and employee performance will be carried out. Because many things can be studied again on the variables studied so that it will provide input for other interested parties and can provide input for relevant agencies.
4. As reference material for further researchers who are expected to expand further from previous research, both variables, and objects are under study.

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