

Motivation and Work Discipline: Key Factors Influencing Employee Productivity at PT. Bangkit Maju Bersama, Tangerang

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Submitted: 10th Sept 2024 | **Edited:** 24th Nov 2024 | **Issued:** 01st Jan 2025

Cited on: Susilawati, N., & Salami, M. M. (2025). Motivation and Work Discipline: Key Factors Influencing Employee Productivity at PT. Bangkit Maju Bersama, Tangerang. *AKADEMIK: Jurnal Mahasiswa Ekonomi & Bisnis*, 5(1), 158-166.

ABSTRACT

This research aimed to explore how motivation and work discipline impact the productivity of employees at PT. Bangkit Maju Bersama, analyzing both individual and combined effects. An associative research design was employed, utilizing random sampling to select a group of 50 respondents. The data were examined through various statistical methods, including validity and reliability tests, classical assumption tests, regression analysis, correlation analysis, determination coefficient analysis, and hypothesis testing. The findings revealed that motivation significantly influences employee productivity, accounting for 51.4% of the variability in performance outcomes. Similarly, work discipline was found to have a notable impact, explaining 42.6% of the productivity variance. When considering both factors together, they accounted for 62% of the total effect on employee productivity, highlighting a substantial interactive influence. These results underscore the critical roles that both motivation and work discipline play in enhancing work productivity. The implication of this study suggests that organizations must prioritize fostering a motivating work environment alongside reinforcing disciplined work practices. This dual focus not only boosts employee morale but also enhances compliance with organizational standards, ultimately leading to greater productivity. Hence, effective management strategies should be developed to enhance motivational levels and establish clear disciplinary guidelines, as these elements are essential for achieving optimal performance within the workforce.

Keywords: HR Management, Work Behaviour, Motivation, Discipline, Productivity

INTRODUCTION

Today's technological advances have brought many changes, both economic changes, social changes, cultural changes, and business changes. Therefore, many companies or organizations are trying to improve their ability to exist in the midst of global competition (da Cruz Carvalho, et, al., 2020). As the Company implements proper management where management is the science and art of planning, organizing, directing and supervising the efforts of the members of the organization and the use of organizational resources to achieve the goals that have been set previously. Companies

or organizations realize that one of the efforts to solve these problems is to improve the quality of human resources (Kuswati, 2020). Human resources are believed to be the only organizational asset that can answer the challenges mentioned above. Its existence is able to carry out the wheels or organizational management functions effectively and efficiently. The utilization of human resources must go well with good resource planning. Human resource management is part of management that focuses on human resource elements (Maryani, et al., 2021).

A company is an organization that has a variety of goals. The activities of a company in achieving these goals require the management of production factors consisting of natural resources, human resources, capital, raw materials, machinery, and technology (Subagja, 2020). Companies must always pay attention to the relationship between these production factors, thus companies are required to be able to manage as well as possible, especially in the field of human resources so that they are able to work more effectively and efficiently (Ingsih, et al., 2021).

Human resources are one of the factors that are directly involved in carrying out company activities and fighting important battles in increasing company productivity in achieving the goals that have been set. Human resources are required to be able to overcome all challenges and are expected to be able to take advantage of opportunities and be able to meet the demands of needs, especially those that exist or come from their work environment (Hermawati, 2020). Thus, human resources are constantly challenged to be more able to develop existing potential, plus other efforts in relation to improving the quality of abilities and at the same time supporting work productivity. Improving the quality of professional capabilities of human resources through education, training and development programs that are adapted to the development and advancement of science and technology in the form of innovations that cannot be separated from workforce planning programs, so that human resources are no longer a burden, but an asset that is able to work productively (Sitopu, et al., 2021). As Hasibuan (2016:11) "said that goals cannot be realized without the active role of employees even though the tools owned by the company are so sophisticated" Therefore, the success of a company does not only depend on the company's technology but also depends on the human resource aspect owned by the company (Rizani & Oktafien, 2020). So that a company needs potential human resources, both leaders and employees can make a good contribution and carry

out their duties optimally to achieve the company's goals. Because all company activities will involve the actions of human resources in it. Furthermore, Hasibuan (2016:12) also said that: Management is the science of regulating the effective use of human resources to achieve a certain goal". It can be concluded that management is an art of managing human resources to achieve the company's desired goals efficiently and as effectively as possible.

PT. Bangkit Maju Bersama as one of the companies engaged in housing development, both new houses and reconditioned houses. then PT. Bangkit Maju Bersama is determined to become a consistent company by maintaining the quality of its human resources so that all necessary aspects can support its productivity to achieve its maximum. In order to align the vision and mission, PT. Bangkit Maju Bersama. In carrying out their work activities, employees are required to have good work discipline, because it reflects the magnitude of a person's sense of responsibility for the tasks given. This can encourage work passion, work morale, efficiency, and effectiveness of employees' work and this will have an impact on the output of their work results.

Based on the initial data of the study, it shows that from year to year, the achievement of the target is still not satisfactory, the target that must be achieved in 2017 is 250 units while the realized 205 units are for the new house category, while for the reconditioning category the target that must be achieved is 250 units but only 211 units are realized. In 2018 with a target of 250 units, 170 units were realized, while for the reconditioning category, the target that must be achieved was 250 but only 198 units were realized, and for 2019 with a target of 250 units for new houses but 170 units were realized, and for the reconditioning target of 250 units with 200 units realized. This is due to several factors, namely the work environment, work climate, technology, and of course the management applied to employees while working. Employees are not thorough in doing their work, causing the implementation of tasks to be less accurate and problematic. Employees' responsibility for work is still lacking in awareness and obligations that must be carried out so that the achievement of targets is still unsatisfactory. This shows that the work productivity of employees at PT. Bangkit Maju Bersama is still not optimal, so supervision and firmness are needed in fostering work relationships in order to achieve the goals of employee productivity.

THEORETICAL BASIS

According to Hery (2018:1) "management is a process of work activities efficiently and effectively, with and through other people. Management not only includes activities to achieve and meet organizational goals, but also carries out those activities effectively and efficiently". Basically, when managers carry out their work, they will always carry out a number of planning, organizing, leadership and control. Abdullah (2014:2) stated that: "Management is an entire activity related to carrying out organizational work through the functions of planning, organizing, directing, and supervising to achieve organizational goals that have been set with the help of organizational resources".

According to Maslow in Sutrisno (2016:55), "states that motivation is a driving force that creates a person's enthusiasm for work, so that they want to work together, work effectively and be integrated with all their efforts to achieve satisfaction at work". Companies are also required to be able to identify the will of their members that cause job satisfaction through various ways by meeting the needs of organizational members, both motivators as intrinsic factors and hygiene as extrinsic factors. Motivation is an impulse that makes people act or behave in ways of motivation that refer to the cause of the emergence of a behavior, such as factors that encourage a person to do or not do something. Motivation can be interpreted as the will to achieve higher status, power and recognition for each individual. Motivation can actually be seen as the basis for achieving success in various aspects of life through improving ability and willingness.

Harras, et al. (2020) explained that work discipline shows confidence, where he feels clear to carry out various activities and knows the direction of the goals that must be achieved, so that he is motivated to carry out the task with high motivation. Furthermore, Wahyu & Salam (2020) stated that discipline is the result of the formation of an environment implemented by the company, and its role in business operations is the most dominant. In other words, disciplined attitudes and behaviors are important factors in running a business, because it is closely related to precision, thoroughness, prudence and SOP-oriented so that with the achievement of this a person shows a high work spirit.

Anggraeni (2020) explained, the essence of discipline aims to form orderly behavior and in accordance with what is expected, so many companies make effective

discipline rules so that their employees have attitudes and behaviors that are in line with the organization's vision and mission. Furthermore, discipline is an attitude and behavior that is in accordance with company regulations, whether written or unwritten. Work discipline is inseparable from the actions of management to provide a spirit of implementation of organizational standards, this is training that leads to efforts to justify and involve knowledge, attitudes, and behaviors of employees so that there is a willingness in employees to lead to better cooperation and achievement (Astuti & PW, 2021).

METHOD

In order for research to be accountable for its truth, scientific methods are used as a basis for analyzing problems, including:

1. The research is based on qualitative techniques with associative methods, namely the focus of analysis and discussion is to look at the causal relationship.
2. The basis of the analysis uses statistical testing, so that the conclusion is a possibility or opportunity (regression).
3. The object of the research is PT. Bangkit Maju Bersama, Tangerang.
4. The number of respondents was 50 people, with a simple random sampling technique.
5. Data were obtained through the distribution of questionnaires, with likert scale parameters.
6. The collected data is first tested for correctness and consistency with correlation and reliability statistics.
7. In testing regression data, data feasibility analysis is first carried out, namely regression prerequisite testing is carried out.
8. Analysis and discussion are based on partial statistics, simultaneous statistics, and determination statistics.

RESULT

The Profil of PT. Bangkit Maju Bersama

This company is engaged in the development of reconditioned property (recycled), this company is named PT. Bangkit Maju Bersama (BMB) is a family-

owned company that has been active since 2014. The beginning of its popularity was known by the public because of the success of PT. Bangkit Maju Bersama in building housing around the Tangerang area, with satisfactory results. From here, people began to be interested and believe in the quality of their work and the comfort of the house they made to live in. BMB is growing rapidly due to the many partners in developing its business, currently BMB has penetrated out of the city, namely Serang and Bekasi. This is what makes this company one of the most trusted reconditioned property companies.

Motivation Questionnaire Analysis

The results of the questionnaire data show that:

1. The majority of employees of PT. Bangkit Maju Bersama has a work spirit when doing work, even though each employee has a different level of motivation.
2. Employees of PT. Bangkit Maju Bersama realizes that the indicator of basic needs is the main motive for the birth of work morale, especially related to compensation. For employees, compensation is a symbol of the fulfillment of life needs.
3. Employees of PT. Bangkit Maju Bersama realizes that work morale is not always good, especially when there is a bad relationship with colleagues or leaders. So, affiliate indicators are one of the motivational factors that are considered not optimal.

Work Discipline Questionnaire Analysis

The results of the questionnaire data show that:

1. More than 90% of employees have a good level of discipline, especially time discipline. Employees of PT. Bangkit Maju Bersama considers that as employees must be responsible and know themselves, especially the company gives salaries to employees to work correctly / disciplined.
2. Employees of PT. Bangkit Maju Bersama admits that the attitude and behavior of discipline have not been consciously embedded in every employee, as a result there are still some employees who are late, often allowed to leave work, report late, and so on.

Work Productivity Questionnaire Analysis

The results of the questionnaire data show that:

1. The level of employee work productivity is considered good overall, this is proven in all planned projects realized according to provisions and planning.

2. The dominant indicator of work productivity is quantity. This means that employees can complete a lot of work according to the rules and planning and the set time.
3. Karyawan PT. Bangkit Maju Bersama realizes that there are still several factors for work productivity that are not optimal, especially related to effectiveness. The reason is, in carrying out duties, there are always dynamics that directly affect the psychology of employees, so that the implementation of tasks becomes less good.

The Effect of Motivation on Employee Productivity

Based on the results of the analysis, the regression equation value $Y = 15.507 + 0.604X_1$, the correlation coefficient is 0.717, which means that the two variables have a strong relationship level. The value of determination or contribution of influence is 0.514 or 51.4 while the remaining 48.6 is influenced by other factors. The hypothesis test obtained a t-value calculated $> t$ table or $(7.119 > 2.011)$. Thus, H_0 is rejected and H_1 is accepted, meaning that there is a significant influence between motivation and employee productivity at PT. Bangkit Maju Bersama.

The Effect of Work Discipline on Employee Productivity

Based on the test results, the regression equation value $Y = 13.749 + 0.647X_2$, the correlation coefficient is 0.653, which means that the two variables have a strong relationship level. The value of determination or contribution of influence was 0.426 or 42.6% while the remaining 57.4% was influenced by other factors. The hypothesis test obtained a t-value calculated $> t$ -table or $(5.975 > 2.011)$. Thus, H_0 is rejected and H_2 is accepted, meaning that there is a significant influence between work discipline on employee productivity at PT. Bangkit Maju Bersama.

The Influence of Motivation (X1) and Work Discipline (X2) on Employee Productivity

Based on the results of the study, it was shown that motivation (X_1) and work discipline (X_2) had a positive effect on employee productivity by obtaining the regression equation $Y = 7.592 + 0.435X_1 + 0.379X_2$. The correlation coefficient or level of influence between the independent variable and the bound variable is obtained at 0.787, meaning that it has a strong relationship. The value of the coefficient of determination or contribution of influence in a simmerical manner is 62.0% while the remaining 38% is influenced by other factors. The hypothesis test obtained a value of F

calculated $> F_{table}$ or $(38,304 > 2,800)$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence between motivation and work discipline on employee productivity at PT. Bangkit Maju Bersama.

CONCLUSION

Motivation has a significant effect on employee productivity by obtaining a correlation coefficient value of 0.717 where the value is in the interval of 0.600-0.799, meaning that the two variables have a strong relationship level. The determination coefficient is 0.514, so it can be concluded that the motivation variable affects the employee productivity variable by 51.4%. The Hypothesis Test obtained a t-value calculated $> t_{table}$ or $(7.119 > 2.011)$. Thus, H_0 is rejected and H_1 is accepted, this shows that there is a significant influence of motivation on employee productivity at PT. Bangkit Maju Bersama.

Work discipline has a significant effect on employee productivity by obtaining a correlation coefficient value of 0.653 where the value is in the interval of 0.600-0.799, meaning that the two variables have a strong level of relationship. The determination coefficient is 0.426, so it can be concluded that the work discipline variable affects the employee productivity variable by 42.6%. In the hypothesis test, the value of t calculation $> t_{table}$ or $(5.975 > 2.011)$ was obtained. Thus, H_0 is rejected and H_2 is accepted, this shows that there is a significant influence between work discipline on employee productivity at PT. Bangkit Maju Bersama.

Motivation and work discipline have a significant effect simultaneously on employee productivity, and the regression equation $Y = 7.592 + 0.435X_1 + 0.379X_2$ was obtained. Both motivation and work discipline will result in changes in employee productivity. The correlation coefficient is 0.787 where the value is in the interval of 0.600-0.799, meaning that the variables of motivation and work discipline have a strong relationship with employee productivity. The determination coefficient is 0.620, so it can be concluded that the motivation and work discipline variables affect the employee productivity variable by 62%. In the hypothesis test, the value of F calculated $> F_{table}$ or $(38,304 > 2,800)$, thus H_0 was rejected and H_3 was accepted, this shows that there is a significant simultaneous influence between motivation and work discipline on employee productivity at PT. Bangkit Maju Bersama.

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