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Analysis of the Effect of Work Discipline and Work Motivation to Employee Performance at PT. Falcon Berkat Indonesia

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ABSTRACT

Purpose: Within the scope of an organization or company, Human Resources (HR) is an integral part and system of the organization. Human Resource Management plays an important role in government organizations, industry, education, and so on. If human resources in an organization or company are managed well, the organization will run optimally. Human resource management plays an important role in increasing the effectiveness and efficiency of an organization in achieving its goals.

Design/methodology/approach: The data source used in this research was obtained from the research object by providing questionnaires given to employees. This research uses a descriptive method by collecting data, processing and analyzing the data to obtain a picture of the problem being studied and a quantitative method. So it can be concluded that in the t test (partially) via SPSS (statistical product and service solution) version 20. It can be seen that the sig. For the work discipline variable on employee performance, it shows t = 1.872 and t table = 1.99, t count is 1.872 ≥ 1.99 with a significance value of 0.065 ≤ 0.05, so Ho is rejected and Ha is accepted, which means that partially there is an influence between work discipline (X1) on employee performance (Y).

Findings: The results of testing work motivation on employee performance show t count = 6,261 and t table = 1,99 t count 6,261 ≥ 1,99 with a significant value of 0,00 ≤ 0,05, so Ho is rejected and Ha is accepted, which means that there is a partial influence on work motivation. (X2) on employee performance (Y). Based on the overall results of data processing via SPSS (Statistical Product and Service Solution) version 20. It can be concluded that the low work discipline and work motivation of PT. Falcon Berkat Indonesia employees. So that the quality of the work produced has decreased.

Paper type: Research Paper

Keyword: *Work Discipline, Work Motivation and Quality of the Work*

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I. INTRODUCTION

Within the scope of an organization or company, Human Resources (HR) is an integral part and system of the organization, Human Resource Management holds. Role important deep a government organization, industry, education, and so on. If human resources in the organization or company are managed properly, the organization runs optimally. Human resource management plays a role in increasing the effectiveness and efficiency of an organization in achieving its goals (Sivanissa & Azizah, 2022). The success of a company is greatly influenced by the individual performance of its employees. Every company will always try to get the best performance from its employees, with the hope that what is the company's goal will be achieved. The results of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Employee performance is influenced by several factors both related to the workforce itself and those related to the company or organizational environment (Sucahyowati & Hendrawan, 2020). Factors that affect performance include motivation and work discipline (Shofiana et al., 2023). Enforcing discipline is important for the company, because discipline contains rules that must be obeyed by employees. With discipline, it is expected to make work as efficient as possible. Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for employees. For organizations, the existence of work discipline will ensure the

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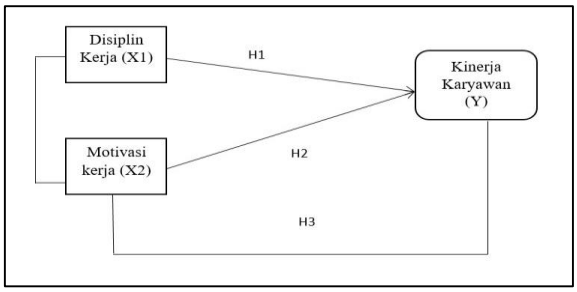
maintenance of order and smooth implementation of tasks, so that optimal results are obtained. The work discipline factor is a major attitude that must be carried out by members / employees in the company to get maximum performance results, internal problems in fact employees of PT. Falcon Berkat Indonesia often cannot be sure that it will finish working hours, because indeed at the beginning of the company there is no provision if employees are not in accordance with working hours there will be consequences. According Rikarling et al. (2021) in addition, the factor that affects employee performance is work motivation that teaches how to encourage the morale of subordinates so that they want to work harder and work hard by using all the abilities and skills they have to be able to advance and achieve company goals. Motivation is a driving tool that causes a member of the organization to be willing and willing to take time to carry out various activities to become his responsibility and fulfill his obligations in achieving goals and various organizational goals that have been determined (Soetanto, 2012). In recent years employees of PT. Falcon Berkat Indonesia experienced a decrease in motivation in doing work in accordance with the results and specified working time, because from the company's management there are no provisions that can encourage employee morale in the form of compensation or consequences if it is not in accordance with company management regulations. In 2022-2023 the company PT. Falcon Berkat Indonesia is able to compete with other companies in the same field so that the company experiences an increase in turnover that should be employees in the administrative office department certainly experience additional jobs that must be completed in the right time and in accordance with their target goals, while in this company there is a lack of discipline and motivation for employees to complete their job desk in accordance with the target that should be due to the absence of Regulations that tighten the employee working time system, therefore what happened this year employees experienced overtime work which requires employees to be more disciplined and motivated to work in accordance with the time and conditions determined by the company. Based on the description above, the researcher is interested in conducting research with the title "Analysis of The Effect of Work Discipline and Work Motivation on Employee Performance at PT. Falcon Berkat Indonesia".

A. Theoretical Framework of Thought

From the description of these thoughts can be clarified through the aribel the influence of motivation and work discipline on employee performance, systematically depicted as in the picture.



The picture above illustrates how the frame of mind of the relationship between the variables to be studied where X1 (Work discipline), X2 (Work motivation) to Y (Employee Performance), if done well to consumers then consumers will feel satisfied. Based on the description of the framework and the results of empirical studies above, the researcher proposed several hypotheses in this study as follows:

H1 : Work discipline has a positive effect on employee performance

H2 : Work motivation has a positive effect on employee performance

H3 : Work discipline and work motivation have a positive influence on the performance of PT. Falcon Berkat Indonesia.

II. METHODS

A. Research Variables and Operational Definitions

1. Research Variables

Research variables are a trait or value of people, objects or activities that belong to certain variations that have been determined by researchers to be studied and then draw conclusions.

The variables used in this study are independent variables and dependent variables:

a. Independent variables are variables that influence, which cause the emergence or change of the dependent variable. The independent variables used in this study are locus of control and personality, which in this study consists of work discipline (X1) and work motivation (X2).

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b. Dependent Variable A dependent variable is a variable that is affected due to the presence of an independent variable. The dependent variable used in this study is performance, which in this study consists of employee performance (Y).

The operational definition of research variables is an explanation of each variable used in research on the indicators that make it up. The operational definition of this research can be seen in the following table:

2. Operational Definition

The operational definition of variables is the definition of variables (expressed in the definition of concepts) that, operationally, in practice, are real within the scope of the object of research / object under study.

Table 1. Operational Definition

Variable Research	*Operational Definition*	*Indicator*	*Measurement*
Discipline Employee (X1)	*Work discipline is an attitude of employee willingness to understand and obey all forms of regulations determined by the company, and are ready to accept the type of sanctions if they violate these rules*	*Punctuality comes to work.* *Punctuality comes the clock back home* *Compliance with applicable regulations.*	*Scale Likert*
Work Motivation (X2)	*Work motivation can be concluded that motivation is a process by which to encourage and raise employee morale which has a very positive impact on employees in an organization or work environment.*	*Driving force* *Desire* *Kerelaan* *Shaping expertise* *Shaping skills*	*Scale Likert*
Kryawan's Performance (Y)	*It can be concluded that performance is a real contribution made by employees according to their duties and responsibilities through management processes with standards determined by the company.*	*Provision of deliverables* *Thoroughness of work* *The resulting work* *Presence* *Company regulation*	*Scale Likert*

3. Research Instruments

The research instrument aims to measure the variables to be studied where the measurement of research variables is carried out through questionnaire questions with reference to the Likert scale. Likert scales are used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. The score given to each respondent's answer can be seen in table 2.

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Table 2. Respondents' answers and the weight of the questionnaire results

Respondents' Answers	*Value Weighting*
Strongly Agree (SS)	*5*
Agree (S)	*4*
Raagu-Raagu (R)	*3*
Disagree (TS)	*2*
Strongly Disagree (STS)	*1*

B. Time and Place of Research

1. Research Time

The research time in collecting the data needed until the preparation of this thesis is April 2023 – June 2023.

2. Research Sites

The place of research was conducted at PT. Falcon Berkat Indonesia is located in sweet warehousing, 3M multi warehouse kadu warehousing area, curug Tangerang Banten regency.

C. Population and Sample

1. Population

Population is a generalized area consisting of objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions (Sugiyono, 2017: 297). The population in this study was 100 employees from PT. Falcon Berkat Indonesia.

2. Sample

The sample is part of the number and characteristics possessed by that population. If the population is large and it is not possible for the researcher to study everything in the population, for example due to motivation, experience, and time limitations, then the researcher can use a sample taken from that population. What is learned from that sample, the conclusions will be applicable to the population. For this reason, samples taken from the population must be truly reflective / representative (Sugiyono, 2017: 297). From the total population (N) there is a number of research samples (n) that must be taken based on the slovin formula with a confidence level of 85% (a = 0.05) are as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$N = \frac{100}{100(0{,}05)^{2+1}} = 80 \text{ Responden}$$

Data of the administration department at PT. Falcon Berkat Indonesia:
Female Employees : 40 people
Male Employees : 40 persons

D. Data Source Type

a. Data Primer
   Data obtained from informant sources, namely individuals or individuals such as the results of interviews conducted by researchers. And in this study primary data was obtained from the object of research by providing questionnaires given to employees.
b. Data Seconds
   Secondary data is data obtained from records, books and in the form of company publication reports. Secondary data in this study are company profiles and company production data

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E. Data Collection Methods

In this writing, the author uses the data collection method as Next:

1. Literature Research

In this method, researchers study literature studies to collect information relevant to the topic or problem that is the object of research. Such information can be obtained from books, scientific papers, theses, dissertations, encyclopedias, the internet, and other sources. By conducting a literature study, researchers can utilize all information and thoughts relevant to their research.

2. Field Research

Field Research is research conducted by collecting data and information obtained directly from respondents. The collection of data and information is carried out in the following ways:

1. Observation
   Research methods for measuring individual actions and processes in an observed event, and observation are accurate methods of collecting data.
2. Interview
   A method of obtaining information for research purposes by means of questions and answers while meeting face to face between questioners or respondents using a tool called an interview guide
3. Questionnaire
   Information gathering techniques that allow analysts to study the attitudes, beliefs, attitudes, and characteristics of some of the key people in the organization who could be affected by the proposed system or by the existing system.

F.

Data Analysis Methods

Quantitative analysis is a method that emphasizes the measurement aspect, where each variable is determined by number symbols, and mathematical calculation techniques. The statistical approach between variables that affect leadership style and work discipline influenced by member performance is calculated by the following equation

1. Quantitative Analysis

Quantitative analysis is a method for testing certain theories by examining relationships between variables. The author uses several theories of statistical approaches, among others.

a. Validity Test
   The validity test is used to measure the validity or validity of a questionnaire. If the correlation between the score of each question item and the total score has a significance level of 0.05 then the question item is said to be valid, and vice versa.

b. Reliability Test
   Reliability tests are used to determine the extent to which questionnaire measurement results remain consistent, if two or more measurements are made of symptoms with the same symptoms using a santa measuring instrument. Reliability is measured by the Cronbach alpha statistical test (a) of each instrument in a variable. An instrument is said to be reliable if it has a cronbach alpa more than I 0.70.

2. Classical Assumption Test

The classical assumption test is used to test a model that includes whether or not the regression analysis model used in research is feasible. The terms of the classical assumption are as follows

a. Multicollinearity Test

The purpose of the multicollinearity assumption test is to test whether in the regression model there is a correlation between the independent variables. A regression model is said to be free of multicollinearity problems if the correlation between independent variables is close to 0.5. In addition, it can be known through the magnitude of VIF and Tolerance, where if the value of VIF and Tolerance < 10, then the regression model is free of multicollinearity.

b. Normality Test

To test whether in regression models, confounding or residual variables have a normal distribution, because as it is known that the t-test and F test assume that the residual value follows the normal distribution, if this assumption is violated it will result in the statistical test being invalid.

c. Heterokedasticity Test

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The purpose of the heteroscedasticity assumption test is to test whether the residual error of a regression model does not have constant variance from one observation to another. If the variance from the residual of one observation to another is different, it is called heteroxedasticity. A good regression model is that heteroscedasticity does not occur. The basis for decision making of a regression model is said not to occur heteroscedasticity is that if there is no clear pattern, and the points spread above and below the number 0 (zero) on the Y axis, then heteroscedasticity does not occur.

d. Uji Autokorelasi

The autocorrelation test aims to test whether in the linear regression model there is a correlation between confounding errors in period t with confounding errors in periods t-I (previous periods). To determine the presence or absence of autocorrelation in regression is done using the Durbin-Watson test, which is done by directly comparing the value of DW (d calculated) with d table. Autocorrelation tests were carried out with the help of SPSS (Ghozali, 2016: 107).

e. Multiple Linear Regression Analysis

Regression analysis is basically the study of the dependence of the dependent variable (bound) with one or more independent variables (explanatory / independent variables), with the aim of estimating and / or predicting the population mean or the values of the dependent variable based on the value of the independent variable known. The mathematical equation of multiple regression used in this study is:

Y = a+b1X1+b2X2

Information:

Y = Purchase Decision

A = constant value

b1 = Variable Coefficient X1

b2 = Variable coefficient x2

X1 = Promotion Strategy

X2 = Product Quality

f. Coefficient of Determination(R^2)

The coefficient of determination (R2) essentially measures how far the model is able to explain the variation of the dependent variable. The value of the coefficient of determination is between zero and one. A small R^2 value means that the ability of independent variables to explain dependent variable variation is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable.

Coefficient of determination (R^2) analysis is needed to determine how much purchase decisions are caused by promotional strategies and product quality.

Formula:

KD = r2 x 100%

Information:

KD = Coefficient of determination

R^2 = Correlation coefficient between x and y

g. Test t

Used to find out whether the independent variable used has a partial effect on the dependent variable or not.

The steps that need to be done in the t test are:

1. Determining Tcalculate
2. Determining the table that can be seen in the statistical table at a signification of 0.05 : 2 = 0.025 (2-sided test) with a degree df of n-k-1.
3. Test criteria
   1) The independent variable (X) has no partial effect on the variable (Y) if Tcount<Ttable
   2) The independent variable (X) partially affects the variable (Y) if Tcount>Ttable
4. Compare Tcalculate with Ttabel
5. Making conclusions

So if the variable error rate of a variable is more than 5% or 0.05%, it means that the variable is not significant.

h. Test F

Testing the effect of independent variables together (simultaneously) on changes in the value of independent variables, carried out through testing the magnitude of changes in the value of the dependent variable obtained, explained by changes in the values of all independent variables for which it is necessary to do an f test. The f or ANOVA test is performed by comparing the level of significance established for the study. The steps that need to be done in the f test are:

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1. Create a Fcalculate
2. Determine Ftablewhich can be seen in the statistical table at a signification of 0.05 with degree df of n-k-
3. Test criteria
   1) The independent variable (X) has no partial effect on the dependent variable (Y) if Fcalculate < Ftable
   2) The independent variable (X) partially affects the dependent variable (Y) if Fcalculate > Ftable
6. Compare Fcalculate with Ftabel
7. Making conclusions

So if the error rate of a variable is more than 5% or 0.05, it means that the variable is not significant.

III. RESULTS AND DISCUSSION

A. Test Data Analysis and Discussion

1. Validity Test

The validity test is used to measure the validity or validity of a questionnaire. The results of the study are considered valid if there are similarities between the data collected and the data that actually occurs in the object studied. The correlation test used in this study was the pearson correlation with the SPSS program. Refers to the formula df = n-2 with a significant of 5%. Provided that the final result is:

If r counts > r table and a positive value is valid

If r counts < r table and a negative value means that it is invalid

The results of the promotion strategy validity test can be seen in table 3.

Table 3. Work Discipline Validity Test Results (X1)

Items	*Calculate*	*rtable 5% (30)*	*Information*
X1.1	*0,606*	*0,2199*	*Valid*
X1.2	*0,711*	*0,2199*	*Valid*
X1.3	*0,488*	*0,2199*	*Valid*
X1.4	*0,550*	*0,2199*	*Valid*
X1.5	*0,624*	*0,2199*	*Valid*
X1.6	*0,515*	*0,2199*	*Valid*
X1.7	*0,522*	*0,2199*	*Valid*
X1.8	*0,642*	*0,2199*	*Valid*
X1.9	*0,700*	*0,2199*	*Valid*
X1.10	*0,524*	*0,2199*	*Valid*

Source : Data processed 2023

Based on the table shows that r count > r table, it can be concluded that all work discipline variable questionnaires (X1) are declared valid. On the other hand, the results of the work motivation validity test can be seen in table 4.

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Table 4. Work Motivation Validity Test Results (X1)

Item	*Calculate*	*rtable 5% (30)*	*Information*
X1.1	*0,433*	*0,2199*	*Valid*
X1.2	*0,652*	*0,2199*	*Valid*
X1.3	*0,541*	*0,2199*	*Valid*
X1.4	*0,477*	*0,2199*	*Valid*
X1.5	*0,555*	*0,2199*	*Valid*
X1.6	*0,501*	*0,2199*	*Valid*
X1.7	*0,662*	*0,2199*	*Valid*
X1.8	*0,692*	*0,2199*	*Valid*
X1.9	*0,579*	*0,2199*	*Valid*
X1.10	*0,529*	*0,2199*	*Valid*

Source : Data processed 2023

Based on table 4 shows that r count > r table, it can be concluded that all work motivation variable questionnaires (X2) are declared valid. The results of the Employee Performance validity test (Y) can be seen in table 5.

Table 5. Employee Performance Validity Test Results (Y)

Item	*Calculate*	*rtable 5% (30)*	*Information*
X1.1	*0,567*	*0,2199*	*Valid*
X1.2	*0,574*	*0,2199*	*Valid*
X1.3	*0,464*	*0,2199*	*Valid*
X1.4	*0,592*	*0,2199*	*Valid*
X1.5	*0,623*	*0,2199*	*Valid*
X1.6	*0,552*	*0,2199*	*Valid*
X1.7	*0,670*	*0,2199*	*Valid*
X1.8	*0,498*	*0,2199*	*Valid*

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X1.9	*0,543*	*0,2199*	*Valid*
X1.10	*0,567*	*0,2199*	*Valid*

Source : Data processed 2023

Based on table 5 shows that r count > r table, it can be concluded that all employee performance variable questionnaires (Y) are declared valid.

2. Reliability Test

To calculate the reliability of questionnaire items in this study using alpha cronbach calculations with the SPSS program. With decision making criteria, namely:

If the alpha > 0.60 then the instrument is reliable

If the alpha < 0.60 then the instrument is not reliable

The reliability test results can be seen in table 3.

Table 6. Reliability Test Results X1,X2, and Y

Variable	*Calculate*	*Tables (30)*	*Information*
Work Discipline (X1)	*0,786*	*0,60*	*Reliable*
Work Motivation (X2)	*0,760*	*0,60*	*Reliable*
Employee Performance (Y)	*0,746*	*0,60*	*Reliable*

Source : Data processed 2023

The results of the reality test using the SPSS program on all variables such as those contained in all variables as contained in the table above show that the value of Cronbach's alpha for each variable, namely work discipline (X1), work motivation (X2), and employee performance (Y) is r calculate > r table or above 0.60 so it can be concluded that the statement is declared reliable.

3. Classical Assumption Test

1. Normality Test

The purpose of normality is to test whether in a regression model, variables are bound and free or both have normal distributions or not. Normal detection is done by looking at the normal probability plot graph. To find out whether the data in this study is normal or not, researchers used the Kolmogorov smirnov statistical test (K-S), with the following criteria:

a. If the significant value or probability < 0.05 then the data is abnormally distributed.
b. If the significant value or probability > 0.05 then the data is normally distributed.

The results of the test using the Kolmogorov-Smirnov statistical test (K-S) are as follows:

Table 7. Normality Test Results using SPSS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
	N	*80*
Normal Parametersa,b	*Mean*	*.0000000*
	Std. Deviation	*2.47583367*

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Most Extreme Differences	*Absolute*	*.080*
	Positive	*.080*
	Negative	*-.073*
Test Statistic		*.080*
Asymp. Sig. (2-tailed)		*.200c,d*

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Based on the results of the normity test results of Kolmotogorof Swimov show a significant value of 0.200 which means it is above 0.05, it can be concluded that the variability has been distributed normally. The results of the chart analysis normality test can be seen in figure 1.

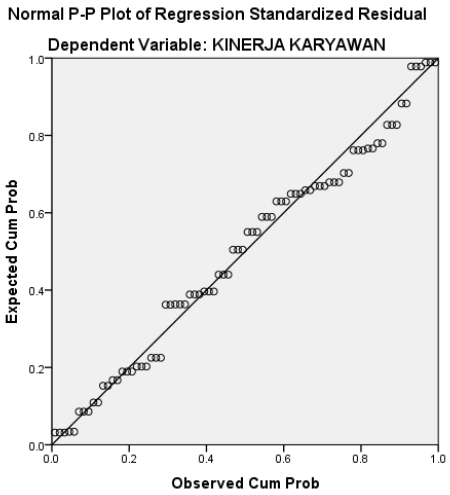

Figure 1. Chart analysis Normality Test Results

Based on figure 1 above, it can be seen that the points are close to the diagonal image. If the residual data distribution is the norm, then the line describing the actual data will follow its diagonal line. Thus, based on the figure above, it can be seen that the data is distributed normally.

2. Multicollinearity Test

The multicollinearity test is carried out to test whether the regression model finds a correlation between independent variables. This testing needs to be done because the number of independent variables in the study is more than one. Testing for the presence or absence of symptoms of multicollinearity is carried out by:

Pay attention to the value of the correlation matrix. Decision making in this test is taken based on two ways, namely:

a. Based on the tolerance value using the spss program, with the following criteria: if the tolerance value >0.10 means there is no multiconnectivity and if the tolerance value <0.10 means multiconearity.
b. Based on the value of variance infloatin factor (VIF), with the following criteria: if VIF <10.0 means there is no multicollinearity and if VIF > 10.0 means multicollinearity.

The results of muccolinearity testing using spss can be seen in view 8.

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Table 8. Multicollinearity Test Results with SPPSS Program

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Say.	Tolerance	Bright
1	(Constant)	8.701	3.953		2.201	.031		
	Work Discipline	.181	.097	.180	1.872	.065	.668	1.497
	Work Motivation	.613	.098	.603	6.261	.000	.668	1.497

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on table 8, the results of the multicollinearity test show that work discipline and work motivation do not occur multicollinearity. Table 7 shows that the value of work discipline tolerance is 0.668 > 0.10 and the value of VIF (Varianc Inflation Factor) is 1.497 > 10 and the value of work motivation is 0.668 > 0.10 and the value of VIF (Variance Inflation Factor) is 1.497 < 10, which means that multicollinearity does not occur.

3. Heteroscedasticity Test

The way used to determine the presence or absence of heteroscedasticity in a multiple linear regression model is to look at the scatterplot graph or the predicted value of the bound variable, namely SRESID with residual errors, namely ZPRED. If there is no particular pattern and spreads above and below zero on the y-axis, heteroscedasticity does not occur. The results of the heteroscedasticity test with the SPSS program can be seen in figure 2.

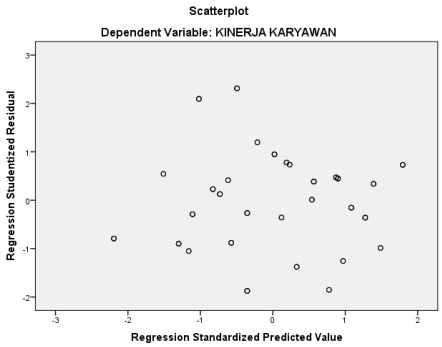

Figure 2. Heteroscedasticity Test

Based on figure 2 of the scatterplot test results with SPSS, it can be seen that the points spread randomly, either at the top of the number 0 or below the number 0 of the vertical axis or horizontal axis. Thus, it can be concluded that heteroschedaticity does not occur in this regression model.

4. Uji Autokorelasi

This test aims to determine whether or not there is a relationship or correlation between the fault of the confounding in period t with the fault of the confounding in period t-1 (previous). If there is a correlation, it indicates an autocorrelation problem. The autocorrelation test most often used by researchers is the durbin waston test.

In this study to test autocorrelation researchers using durbin-watson as a benchmark are:

1. D-W number below -2 then there is a positive autocorrelation
2. Numbers D-W to +2 cannot be autocorrelated
3. D-W number above +2 then there is autocorrelation

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The results of the autocorrelation test can be seen in table 9.

Table 9. Autocorrelation test results with SPSS program

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.723a	.522	.510	2.508	1.639

a. Predictors: (Constant), WORK MOTIVATION, WORK DISCIPLINE
b. Dependent Variable: EMPLOYEE PERFORMANCE

Test results through SPSS stated that no auto correlation occurred because:

Table 10. Result Value d

D	of	of the	4 - dI	4-Of
1.639	1,5859	1,6882	2,4141	2.338

Source : Data Processed 2023

Based on the data in table 10 that can be concluded as follows:
of > d < 4-Of Sunday 1.6882 > 1.639 < 2.338.
The Du value is greater than the d value and the d value is smaller than 4-dU, which means that a correlation occurs.

5. Multiple Liner Regression Analysis

The results of multiple linear regression calculations are used to predict the magnitude of the relationship between the dependent variable, namely employee performance, and the independent variable, namely employee performance and employee motivation.

The results of multiple linear regression tests can be seen in table 11.

Table 11. Multiple Linear Regression Test Results with SPSS

Model	Unstandardized Coefficients		Standardized Coefficients	T	Say.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	Bright
(Constant)	8.701	3.953		2.201	.031		
Work Discipline	.181	.097	.180	1.872	.065	.668	1.497
Work Motivation	.613	.098	.603	6.261	.000	.668	1.497

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on table 11 data analysis using SPSS, regression results are obtained based on the following formula:
Y = a + b1X2+ b2X2
Y = 8, 701 + 0,181 X1 + 0,613 X2
The above equation can be explained as follows:

a. a = 8.701 means that if work discipline and work motivation are not improved (X1 and X2 = 0) then the employee performance level is 8.701.

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b. b1 = 0.181 means that if motivation is increased by 1 unit (X1 = 1) and sales promotion is not increased (X2 = 0) then employee performance increases by 0.181.
c. b2 = 0.613 means that if work discipline is 1 unit (X2 = 1) and work motivation cannot be increased (X1 = 0) then employee performance will increase by 0.613.
d. Uji Goodness of Fit

6. Coefficient of Determination (R^2)

The coefficient of determination (R^2) is carried out to see whether there is a perfect relationship or not, which is indicated on whether the independent variable (Purchase Decision) is in the same proportion. The value used in this study is the adjusted R^2 value using the spss program. The results of the coefficient of determination test with SPSS can be seen in table 4.12

Table 12. Regression test results (coefficient of determination)

Model Summary[b]

Model	*R*	*R Square*	*Adjusted R Square*	*Std. Error of the Estimate*	*Durbin-Watson*
1	*.723a*	*.522*	*.510*	*2.508*	*1.639*

a. Predictors: (Constant), WORK MOTIVATION, WORK DISCIPLINE
b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the spss summary output above, it is known that the value of the coefficient of determination or adjusted R is 0.522. This can be interpreted that the amount of contribution of independent variables, namely work discipline (X1) and motivation (X2) to performance (Y) is 52.2% and the remaining 47.8% is explained by other factors outside the model that were not studied.

7. Test t

The t test is used to ensure that each variable, namely promotion strategy and product quality, affects purchasing decisions and will be tested partially using SPSS. The results of t-test data processing using spss can be seen in table 13.

Table 13. Test result t (parunlucky)

Model	*Unstandardized Coefficient*		*Standardized Coefficients*	*t*	*Sig*
	B	*Std. Error*	*Beta*		
Work Discipline	*181*	*.097*	*.180*	*1.872*	*.065*
Work Motivation	*613*	*.098*	*.603*	*6.261*	*.000*

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on table 4.15 it can be known the calculated t value of each variable, namely:
Define t table:
T table = t (a/2 ; n – k – 1)
= t (0.025 ; 80-2-1)
= t (0,025 ; 77)
= 1.99

a. Work discipline variable (X1)

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Based on the table above, the work discipline variable is known to calculate the value of t < t table (1.872 < 1.99) and the significant value of 0.065 > 0.05. Then HO is accepted, HA is rejected. So it can be interpreted that work discipline does not have a positive but significant effect on employee performance.

b. Work Motivation Variable (X2)
Based on the table above, the work motivation variable is known to be calculated t-value > t table (6.261 > 1.99) and significant value 0.000 < 0.05 HO rejected HA accepted. So that it can be interpreted that work motivation has a positive and significant effect on employee performance.

8. F Test

This test was carried out to determine the hypothesis proposed, namely that allegedly work discipline and work motivation simultaneously affect employee performance proven true or not using the F test test.

Table 14. Test Results F Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y)

ANOVA

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Say.
1	(Constant)	8.701	3.953		2.201	.031
	Work Discipline	.181	.097	.180	1.872	.065
	Work Motivation	.613	.098	.603	6.261	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE
b. Predictors: (Constant), WORK MOTIVATION, WORK DISCIPLINE

Determine F table : df 1 : k-1 = 3-1 = 2, df 2 : n-k = 80-3 = 77 (n is the number of respondents and k is the number of variables) the results obtained f table is 2.72 Based on the table above, obtained a calculated F value of (42.082 > F table 2.72) and a significant value of 0.000< 0.005 then HO rejected HA is accepted, which means that the work discipline variable (x1) and work motivation variable (X2) together have a positive and significant effect on the performance of PT employees. Falcon Berkat Indonesia.

B. Discussion of Research Results

In this study, all respondents as many as 80 people who are employees of PT. Falcon Berkat Indonesia. This shows that the answer to each respondent's statement can be accounted for. The progress of the company can be seen from work discipline, work motivation and performance of an employee.

Based on the results of a comprehensive test (F test) through SPSS (statistical Product and Service Solution) version 20, it appears that the sig is 0.00 ≤ 0.05 or 42.082 ≥ 2.72 thus Ho is rejected and Ha is accepted which means that there is an influence of work discipline and work motivation on employee performance where the independent variable has a significant effect on related variables.

Based on the R2 coefficient of determination test, it can be known through SPSS (statistical Product and Service Solution) version 20. That the value of R2 (R Square) variable work discipline work motivation is 52.2% and the rest is employee performance 47.8%. This shows the large role of work discipline and work motivation together can affect employee performance.

In t testing (parcially) through SPSS (statistical Product and Service Solution) version 20. It can be seen that the results of sig. For the variable of work discipline on employee performance shows t count = 1.872 and t table = 1.99, t count 1.872 ≥ 1.99 with a significance value of 0.065 ≤ 0.05 then Ho is rejected and Ha is accepted which means that there is a partial influence between work discipline (X1) on employee performance (Y).

The results of testing work motivation on employee performance show t count = 6.261 and t table = 1.99 t count 6.261 ≥ 1.99 with a significant value of 0.00 ≤ 0.05, then Ho is rejected and Ha is accepted, which means that there is a partial effect of work motivation (X2) on employee performance (Y).

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Based on the overall results of data processing through SPSS (statistical Product and Service Solution) version 20. It can be concluded that work discipline and work motivation have a positive and significant effect on the performance of PT. Falcon Berkat Indonesia.

IV. CONCLUSION

In this section, the author will convey to the conclusions of results research that has been carried out and is expected to be useful for PT. Falcon Berkat Indonesia. In this thesis, the author examines the influence of work discipline and work motivation on PT. Falcon Berkat Indonesia. Based on the descriptions and explanations that have been stated in the previous chapters, it can be drawn to the following conclusions:

1. Based on the results of comprehensive testing (F test) through SPSS (statistical Product and Service Solution) version 20, Visible sig. Sis $0.000 \leq 0.05$ or $42.082 \geq 2.72$ thus Ho is rejected and Ha is accepted which means there is an influence of work discipline and work motivation on employee performance.
2. Based on the test of the coefficient of determination R2 can be known through SPSS (statistical Product and Service Solution) version 20. That the value of R2 (R Square) variable work discipline work motivation is 52.2%. This shows the role of work discipline and work motivation together to affect employee performance.
3. In t testing (partially) through SPSS (statistical Product and Service Solution) version 20. It can be seen that the results of sig. For the variable of work discipline on employee performance shows t count = 1.872 and t table = 1.99, t count $1.872 \geq 1.99$ with a significance value of $0.065 \leq 0.05$ then Ho is rejected and Ha is accepted which means that there is a partial influence between work discipline (X1) on employee performance (Y).
4. The results of testing work motivation on employee performance showed t count = 6.261 and t table = 1.99 t count $6.261 \geq 1.99$ with a significant value of $0.00 \leq 0.05$, then Ho was rejected and Ha was accepted, which means that there is a partial effect of work motivation (X2) on employee performance (Y).
5. Based on the Linear Regression Test through SPSS a = 8.701 means that if work discipline and work motivation are not improved (X1 and X2 = 0), employee performance levels are 8.701 and b1 = 0.181 means that if motivation is increased by 1 unit (X1 = 1) and sales promotion is not increased (X2 = 0), then employee performance increases by 0.181, b2 = 0.613, meaning that if work discipline is 1 unit (X2 = 1) and work motivation cannot be increased (X1 = 0) then employee performance will increase by 0.613 can be concluded X2 is the most influential.

A. Suggestion

Research is expected to provide input and advice for human resources so that: Based on the results of the research and conclusions above, the author suggests several suggestions that can be used for management in determining company policies in the future, namely as follows:

1. The lowest indicators in all statements of work discipline are
2. Come to the office on time. Therefore, it must be considered because it has an impact on the goods or products produced such as:
   a. Not on target production
   b. The presence of defective goods / reject
   c. And it takes the participation of all employees in order to create good results.
   d. satisfying and better. Companies must also pay more attention to the accuracy of employees when entering working hours. Such as: Periodically the company monitors attendance so that employees who have exceeded the company's rules will immediately call and sanction according to company rules (provide letters of reprimand and others).
3. The lowest indicator on the work motivation variable is that my opinion of myself drops when I do a bad job. Therefore, we must reward / reward so that employees will perform well.
4. The lowest indicator on the employee performance variable is about the quality of work, therefore the company must choose and sort from recruitment to employee placement.
5. In order to improve compliance with applicable rules within the company owned by employees.
6. In order to increase cohesiveness among employees so that employees can work together in overcoming problems that arise in the company.

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