

The Effect of Work Discipline and Work Ability on Employee Performance through Motivation at the Financial Agency Office

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ABSTRACT

Human Resources (HR) is the essential part that cannot be separated in an organization. Workability and Motivation can move the work spirit and tend to work optimally. This study was designed as survey research. The approach used in this study was quantitative research. In this study, all employees at the office were sampled. Central Mamuju Regency Financial Agency, amounting to 137 people. The ways to collect data in this research are observation, interviews, and a list of questions. Work Discipline variable is influential and significant towards Motivation at the Central Mamuju Regency Financial Agency. Thus, it can be concluded that Work Discipline will affect Motivation. The Workability Variable on Motivation is Influential and Insignificant at the Central Mamuju Regency Financial Agency's Office. Thus, Workability can influence but not Significantly on Motivation.

Keywords: Work Discipline, Workability, Performance, Motivation

1. Introduction

Human Resources (HR) is one of the most critical factors that cannot be separated from an organization, either a company or an instinct. Besides, HR is also a factor that influences the development of an organization. HR is a human being employed in an organization who will later be a driving force to achieve its goals. In addition to encouraging employees to work harder, superiors must also discipline their employees. Discipline has a central role in shaping a productive work ethic (Sinungan, 2009, Mu'adi et al., 2020; Nawawi et al., 2020). According to Government Regulation No. 53/2010, it has been regulated that the obligations that must be obeyed and the prohibitions that any civil servant cannot violate are forms of discipline instilled in every civil servant. Employee discipline is essential to comply with existing regulations, procedures, and policies to produce a good performance (Slamet, 2007).

The survey was conducted on Financial Agency Employees to study work discipline and Workability on employee performance through motivation. It resulted in work discipline and a lack of supervision, especially the provisions for hours of work and work hours. Employees should have to come to work following the rules for working hours, namely 07.30 WIB (Western Indonesian Time). Some employees are not disciplined in obeying the rules for working hours, and some employees come to work after 08.00 WIB. This irregularity in working hours also occurs at the time of return from work. Problems related to Workability in completing a job, some employees use a long time because they are always waiting for directions from their leaders. Some employees have the initiative to complete work tasks appropriately, neat, and well without waiting for superiors' orders. Employee performance problems, namely, there are still many delays in compiling and delivering good reports regarding staffing that are still not following regulations, poor governance, and development that are not following the target settlement time. Whose reporting must be reported at the specified time, but still often late. Employees only work when their superiors are in place or at the office if the leader or supervisor is not at the workplace and is carrying out the service responsible for the work outside the area. These employees just relax and work as they please. And some employees can complete the job well without having to see if there is a leader or not. Employee performance must develop to experience continuous quality improvement, inviting all employees to work properly, quickly, and accurately. It is supported by several factors, namely work discipline and always being the best in all constructive things, and high motivation.

According to Budi Setiyawan and Waridin (2006), employee performance is the result of employee achievement through work assessed in terms of quality and quantity according to standards determined by the Organization. Performance is said to be good if it produces a good job, too. Namely, performance is carried out following organizational benchmarks and supports what is determined by the Organization for better results. And a good organization is an organization that always provides direction to its employees both directly and in writing and provides guidance to try to develop the capabilities of its human resources for each employee by following all the Organization's rules will improve employee performance.

From the National Supreme Audit Agency (BPK) data, information is obtained that 24% of Regency Governments have not received a WTP Opinion (Fair Without Exception). In this case, it is highly hoped that with Work Discipline, supported by Work Ability to Employee Performance through Motivation. It is expected that Central Mamuju Regency, Every Year Obtaining WTP Opinion.

Work Discipline has been applied to the Office of the Central Mamuju Regency Finance Agency since 2014. Still, the Discipline of Employees has continued to decrease, resulting in Employee Absence using Fingerprints, which employees must arrive at the office on time. And since then, the implementation of employee fingerprint absences has begun to be disciplined and can be seen with increased Workability. However, there are still several mismatches in the implementation of procedures and timeliness of employee performance that have not met expectations due to the lack of organizational commitment and employees' ability not optimal yet.

Workability and motivation can mobilize work morale and work optimally from employees, which can increase employee performance productivity and make work more perfect in an organization. Organizations consist of several groups of employees for different goals, desires, and needs. It acts on Work Discipline and Workability and the right motivation for each employee to produce an excellent and organized performance that will increase public confidence in the government's services. Improved employee performance will bring progress for the Office of the Central Mamuju Regency Finance Agency to survive in an unstable competitive environment. Because the Financial Agency must make even better efforts to increase employees' performance who are more qualified and qualified, management motivation is wrong one success factor in achieving goals. The Organization will be better known because it produces good performance. After all, the Organization depends on the results of the performance of human resources.

2. Methods

The research strategy in this study is descriptive and verification, with the type of research being quantitative employing survey methods, namely obtaining samples from a population and using questionnaires as a tool in collecting research data. The descriptive strategy employed in this study is to discover and investigate. Descriptive research is used to address issue formulation questions about respondents' reactions to variables such as human resource development, organizational culture, public services, and employee performance. While verification research is used to address the problem formulation, namely, to determine how much influence human resources, organizational culture, and employee performance have. This research is designed as survey research (survey research). The approach used in this research is quantitative research. This research was conducted at the Financial Agency with the address

Mamuju City, Central Mamuju Regency totaled 137 people. The ways to collect data in this research are observation, interviews, and a list of questions.

3. Result and Discussion

3.1 The Effect of Work Discipline on Motivation

The effect of Work Discipline on Motivation is Influential and Significant. The number t count can see this. $4.320 > t$ table 1.656 with a significance of $0.000 > 0.05$. This means that the effect of work discipline has a positive effect on motivation and is significant. With the opinion that other factors make Motivation (Y1) fluctuate and are considered constant. This can be seen by the positive and significant influence of Work Discipline on Motivation. It can be seen from the number of direct influence path analyses.

This study supports Siagian's (2007) opinion that: "Discipline is the most crucial part in management to motivate organizational members to meet the organization's demands that have been set. With the aim, disciplining employees is one way to train and hone knowledge and skills and employee behavior so that employees will be happy to work and professionally among employees to improve their performance results. And Opinion Hasibuan (2004) motivation is a way to increase employee morale so that they want to work wholeheartedly by using the abilities and skills in each employee without any coercion to achieve organizational goals. Thus, work discipline is indispensable for every individual and will grow motivation to work better, orderly, skilled in taking action to solve a problem or job.

Table 1. The Effect of Work Discipline and Ability on Employee Performance

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.767	1.401		1.101	.012
	Work Discipline	.165	.041	.220	2.402	.000
	Ability	.126	.111	.222	1.220	.011
a. Dependent Variable: Performance						

The influence of the variable Workability on motivation is influential and insignificant. The number can see it off t counts. $1.226 < t$ table 1,656 with a significance of $0.222 > 0.05$. the point is that the effect of Workability has a positive effect on motivation and is not significant because other factors make motivation (Y1) considered dynamic. The positive and insignificant effect can see of Work Ability on Motivation. It can be seen from the number of direct influence path analyses.

This research shows that although it is not significant, it still has a positive effect. This requires excellent attention from each field to try to carry out the top management by participating in training and short education related to the area to increase even more. Keith Davis, in Mangkunegara (2000), was psychological, from potential abilities (IQ) and reality abilities (Knowledge and Skill). Meaning that employees who have a high IQ and education are appropriate for their position and skills in completing work every time can more easily achieve better performance and satisfaction.

The effect of work discipline on employee performance is negative and significant. The number can see it off t count. $(-2,400) < t$ table 1.656 with a significance of $0.018 > 0.05$. This means that the effect of work discipline has a negative and significant effect on employee performance. Other factors make Employee Performance (Y2) considered dynamic. This can be seen by the negative and insignificant influence of Work Discipline on Employee Performance. It can be seen from the number of direct influence path analyses. These results were obtained due to several other causes outside of the research indicators related to Work Discipline, namely the frequent work of employees who exceeded working hours overtime, which resulted in poor working hours discipline. Still, maximum employee performance was resolved during overtime.

The influence of the Workability variable on employee performance is positive and significant. It can be seen by the number t count $.2.113 > t$ table 1.656 with a significance of $0.036 < 0.05$. shows that the effect of Workability has a

positive and significant impact on employee performance, with the opinion that other factors make Employee Performance (Y2) considered constant. The positive and considerable influence can see this of Work Ability on Employee Performance. It can be seen from the number of direct influence path analyses.

This study also approaches research from Nanny Angraeni, which states a positive and significant influence between Workability on employee performance at the Indonesian Arts College (STSI). Aditya Arie Hetami (2008) shows a powerful positive effect between discipline and employee performance at Persero Insurance. In connection with the Financial Agency Office's Workability factor, the Financial Agencies Office employees' Workability should have advantages, especially in carrying out tasks or activities related to office work to do and complete the job at hand.

3.2 The Influence of Motivation on Employee Performance

The influence of motivation on employee performance is positive and significant. It can be seen by the number t count $3,827 > t$ table 1,656 with a significance of $0.000 < 0.05$. shows that the influence of motivation has a positive and significant effect on employee performance, with the opinion that other factors make Employee Performance (Y2) considered constant. The positive and considerable influence can see this of motivation on employee performance. It can be seen from the number of direct influence path analyses.

Table 1. The Effect of Motivation and Work Discipline on Employee Performance

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.102	1.154		4.165	.000
	Motivation	-.101	.113	.025	-.515	.032
	Work Discipline	.131	.020	.401	5.401	.000
a. Dependent Variable: Employee Performance						

Motivation is the ability to direct employees and organizations to be able to produce satisfying and successful work. It will make the goals achieved both from employees and their organizations and motivate employees to work more optimally, resulting in better performance improvements. This study's results are in line with Hani T. Handoko (2003) that "motivation is one of the supporting factors for increasing one's performance. Motivation is also called a driving force for someone to do something (Nuraini et al., 2019; Umanailo, 2020, 2019). Motivation is also a promoter that generates enthusiasm and energy in oneself to make employees increase quality imagination. Motivation also affects employee performance on appearance (performance). A positive attitude will have a positive impact on employee performance in their duties.

These results indicate that Work Discipline on Employee Performance through Motivation has a positive and significant effect. The t count can see it. $9,464 > t$ table 1,656. Thus, Work Discipline has a significant and significant impact on employee performance. This can be seen from the results of the indirect effect.

The managerial implication of work discipline through motivation is that the work discipline of employees affects employee performance. This means that the work discipline owned is the central encouragement and strength for employees to continue to increase their potential with the support of knowledge, talents, and skills at work. This positively influences the emergence of employees' willingness to be disciplined and on time, be it attendance discipline, work discipline, and field in completing tasks and jobs responsible in the organization.

Benefits from performance appraisal: a) Program development employee training and development, so that it can be identified and identified what additional training still needs to be provided to employees to help them achieve the specified achievement standards, b) Preparation of succession and regeneration programs, so that employees who have the potential to develop their careers can be identified by being nominated to occupy positions with greater responsibility in the future, d) Employee Development, so that it can be a means to examine employee barriers to increasing their performance.

These results indicate the influence of the variable Workability on employee performance through motivation is positive and significant. The amount of t count indicates this. $0.110 < t$ table 1.656. Thus, Workability affects but is not significant on Employee Performance. This can be seen from the results of the indirect effect.

The managerial implication of Workability through motivation is that employees' Workability affects employee performance. This means that the Workability that is owned is the main encouragement and strength for employees to continue to strive to increase their potential with the support of knowledge, talents, and skills at work. This positively impacts the emergence of employees' willingness to be responsible for completing tasks that are their responsibility, and employees will also strive to remain loyal and survive in the organization and support efforts to achieve organizational goals.

4. Discussion

Robert Leiden, 2001, p. 63, stated that work discipline is essential to every employee. Therefore, Discipline must be upheld, and employees can carry out their duties according to the rules and procedures established in the organization to get better results. Good Discipline in employees is the most critical part of an organization to increase and maintain employee loyalty and quality. By enforcing work discipline towards employees, each employee's performance results can be measured. Work discipline and employee performance are related. Leiden's opinion explains that: "Discipline must be enforced to overcome the problem of poor performance and strengthen the influence of employee attitudes and work behavior in an organization. Suppose Discipline can be applied appropriately and do not delay time. In that case, performance problems are not allowed to become severe, and issues that occur can be provided with solutions quickly, precisely, and efficiently.

An organization or company if you want to advance or developing, it is required to have qualified employees. Qualified employees are employees whose performance can meet the targets or targets set by the company. To get employees who have good performance, it is necessary to implement performance. Performance measures can be seen in terms of a certain quantity and quality in accordance with the standards set by the organization or company, the form can be tangible (the measuring instrument can be determined or the standard) or intangible (the measurement tool or standard cannot be determined), depending on the form and process of implementation. the job. The performance produced by employees in a company is determined by several factors and conditions, both from within the employee or from outside the individual employee.

A person or employee's performance is achieved because of the efforts and actions that result. These efforts are in the form of work results (performance) achieved by workers. Performance can result from education, work experience and professionalism. Education is the basic and main capital of a worker in finding work and working. Experience in work is related to the employee's tenure, the longer a person works in a field of work, the more experienced that person is, and if someone already has performance experience in a certain field of work, then he or she has the skills for the field of work he is doing Professionalism is a combination of education and work experience obtained by a worker. There are several things to build a professional mentality, one of which is a quality mentality, that is, a professional display the best possible performance, tries to always be at the best (cutting edge) of his field of expertise, high work standards oriented to the ideal of quality excellence.

Efforts to improve employee performance are one of the main factors for the company in achieving company goals. There are several factors that can improve employee performance, including: salary, work environment, and opportunities for achievement. With a salary, work environment, and opportunities for achievement, it is hoped that they will be able to improve the abilities and skills of employees in carrying out the tasks assigned by the company. Performance shows the ability of employees to increase work productivity, it can be interpreted or formulated as a comparison between output and input. If productivity increases, it will only be possible by an increase in efficiency (time, materials, labor) and work systems, production techniques, and an increase in the skills of the workforce. As quoted above, the performance of each person is influenced by three factors, namely: a. Individual competencies, including: Ability and skills: physical fitness and mental health, education, training, and work experience and motivation and work ethic: work as a challenge and give satisfaction, b. Organizational support, including: Organizing, providing work facilities and infrastructure, selecting technology, comfortable working environment, and working conditions and conditions, c. Management support, including: Optimizing the use of excellence and work potential, Encouraging workers to continue to improve their abilities, Opening wide opportunities for workers to improve their abilities, Helping workers in carrying out tasks, Building work motivation, work discipline and work ethic, namely: creating variations assignments, open new challenges, provide rewards and incentives, build two-way communication.

A person's performance can be seen from the following indicators: a) Quantity of work: consider the volume of work achieved is productivity at an acceptable level. Quantity of work: considering the volume of work, productivity at an organizational level, b) Quality of work: consider accuracy, precision, greatness, and completeness in handling assigned duties. Work quality: considers accuracy, precision, tidiness and completeness in handling tasks, c) Dependability: consider the degree to which an employee can be relied on to meet work commitments. Independence considers the degree of employee ability which can be entrusted with finding employee commitment to their work, d) Initiative: consider self-reliance, resourcefulness, and willingness to accept responsibility. Initiative: consider independence, flexibility in thinking, and a willingness to accept responsibility. e) Adaptability: consider ability to respond to changing requirements and conditions. Adaptability considers the ability to react to changing needs and conditions, f) Cooperation: consider the ability to work for and with other. Are assignments, including overtime, willingly accepted. Cooperation: consider the ability to cooperate with others. Do assignments, cover overtime wholeheartedly.

5. Conclusion

The work discipline variable is influential and significant towards Motivation at the Central Mamuju Regency Financial Agency's office. It can be concluded that Work Discipline will affect Motivation. The Workability Variable on Motivation is Influential and Insignificant at the Central Mamuju Regency Financial Agency's Office. Thus, Workability can influence but not Significantly on Motivation. The Variable of Work Discipline on Employee Performance is Not Influential but Significant in the Central Mamuju Regency Financial Agency's Office. It can be concluded that Work Discipline does not affect but is significant towards Employee Performance. Workability Variables have a positive and significant effect on Employee Performance at the Central Mamuju Regency Financial Agency's Office. Thus, it can be concluded that Workability will affect Employee Performance. Motivation variables positively and significantly affect Employee Performance at the Office of the Central Mamuju Regency Finance Agency. Thus, it can be concluded that Motivation will affect employee performance. Variables of work discipline on employee performance through Motivation have a positive and significant effect on the Central Mamuju Regency Financial Agency's Office. It can be concluded that Work Discipline affects Employee Performance through Motivation. The Workability Variable on Employee Performance through Motivation has a positive and significant effect on the Central Mamuju Regency Financial Agency. It can be concluded that Workability affects employee performance through Motivation.

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