# The Influence of Work Motivation and Work Discipline on Employee Performance at the Wajo Regency Land Office

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*Abstract. The Wajo Regency Land Office is a government agency that operates in the field of services at the Wajo Regency National Land Agency. In order to carry out the agency's duties and functions well, human resources are needed who are able to work optimally. This research is quantitative research. The aim of this research is to analyze the influence of work motivation and work discipline on employee performance. The data analysis method used is multiple linear regression. All statements are valid, reliable and normal. The findings of this research are as follows: Based on the results of the t test on work motivation, it was obtained that the t count was 3.169 > t table of 2.101 and the significance was 0.004 < 0.05, so Ho was rejected and Ha was accepted, meaning that work motivation partially influences employee performance. The results of the t test on work discipline obtained t count of 2.249 > t table of 2.101 and a significance of 0.033 < 0.05, so Ho was rejected and Ha was accepted, meaning that work discipline partially influences employee performance. From the results of this research, it is known that employee performance at the Wajo Regency Land Office is influenced by work motivation and work discipline. And the advice that the author can give to employees at the Wajo Regency Land Office is to improve employee performance better than before.*

*Keywords: Work Motivation, Work Discipline, Employee Performance*

## INTRODUCTION

As technology and information develop, there are many changes in all fields, including the implementation of services in government agencies, so companies are required to work well, which means that their employees must have excellent performance.

In every organization, humans are one of the most important components in bringing the organization to life. This must be supported by good performance because without good performance, the organization will not achieve its goals. Therefore, it is necessary to make efforts to improve employee performance.

The Wajo Regency Land Office is a government agency that operates in the field of services at the Wajo Regency National Land Agency. In an effort to carry out the agency's duties and functions well, human resources are needed who are able to work optimally.

Employee performance is the result of work that has been achieved by an individual which is adapted to the individual's role or duties, in a particular company, which is linked to a certain value measure or standard of the company where the individual works.

The performance of employees at the Wajo Regency Land Office is considered to have still not reached the targets that have been set. This proves that the performance of employees at the Wajo Regency Land Office is still a problem that must be addressed.

Creating human resources who can compete and have the ability and great desire to continue improving their skills requires high work motivation. Work motivation is one of the motivating factors for individuals to behave and work diligently and well in accordance with the duties and obligations that have been given to them.

Work motivation is one of the biggest factors influencing employee performance at the Wajo Regency Land Office. However, some employees stated that they tend not to have the motivation to work better in order to get awards or achievements in their work. This is because there are no special bonuses or rewards for employees who work better.

Research conducted by Novyanti (2015) entitled The Influence of Work Motivation, Work Environment and Work Discipline on Employee Performance at BAPPEDA Central Sulawesi Province. The results of the research show results where the variables of motivation, work environment and work discipline have a positive and significant influence on the performance of BAPPEDA employees of Central Sulawesi Province. Research with more or less the same results is Suparno and Sudarwati (2014) with the title The Influence of Work Motivation, Work Discipline and Competence on Employee Performance at the Seragen District Education Office. The results of the research show that the variables motivation, work discipline and competence have a positive and significant influence on the performance of Seragen Regency Education Service employees. Likewise, Wicaksono (2014) researched the influence of work motivation and work discipline on employee performance at PT. Stars International Surabaya City. The results of the research show that the variables of motivation and work discipline have a positive and significant influence on employee performance.

Apart from work motivation, factors that can influence employee performance at the Wajo Regency Land Office are work discipline. Work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten, which the individual has the ability to carry out and not avoid accepting sanctions if a violation has been committed. Work discipline can be interpreted as a condition that is created and formed

through the process of a series of behaviors that demonstrate the values of obedience, obedience, loyalty, regularity and order.

The work discipline of employees at the Wajo Regency Land Office is considered to be not optimal. There are still a number of employees who arrive late, do not meet the office arrival time and leave earlier than the established working hours. So there is work that is not completed on time. Therefore, the problems in this research are: Is there an influence of work motivation on employee performance at the Wajo Regency Land Office? Is there an influence of work discipline on employee performance at the Wajo Regency Land Office?

Based on the background of this problem, it is clear that work motivation and work discipline are closely related to employee performance. So the author is interested in conducting research entitled "The Influence of Work Motivation and Work Discipline on Employee Performance at the Wajo Regency Land Office".

Therefore, this research aims to determine the effect of work motivation on employee performance at the Wajo Regency Land Office, as well as to determine the effect of work discipline on employee performance at the Wajo Regency Land Office.

## THEORETICAL STUDY

### A. Work Motivation

Motivation is an impulse of will that causes a person to carry out an action to achieve a goal with maximum results. According to Hani Handoko (2011: 252), the definition of work motivation is a person's personal condition that encourages the individual's desire to carry out certain activities to achieve goals. Meanwhile, Mangkunegara (2014:61) states that the definition of work motivation is the condition or energy that moves employees who are directed or aimed at achieving the company's organizational goals.

Based on the two definitions above, it can be concluded that the definition of work motivation is a person's personal condition that moves the individual self in a directed or directed manner to achieve goals.

Sunyoto (2013:13-17) suggests that the factors that influence work motivation are (1) Promotion; (2) Work Performance; (3) The work itself; (4) Awards; (5) Responsibility; (6) Acknowledgment; and (7) Success at work. Meanwhile, indicators of work motivation are described by Hasibuan (2011: 115) that indicators of work motivation consist of: (1) Decent wages; (2) Opportunities for advancement; (3) Security; (4) Good workplace; (5) Fair treatment; and (6) Recognition of achievements

**B. Work Discipline**

Good discipline reflects a person's sense of responsibility for the tasks that have been given to him. Having a disciplined attitude is very important, because this will enable a person to better organize his life.

According to Melayu Hasibuan (2015:193) the meaning of work discipline is: "A person's awareness and willingness to obey all company regulations and applicable social norms." Meanwhile, Singodimedjo in Edy Sutrisno (2016: 86) states that the meaning of work discipline is: "A person's willingness and willingness to obey and adhere to the regulatory norms that apply around him."

Based on the two definitions above, it can be concluded that the meaning of work discipline is a person's attitude or willingness to obey and comply with applicable regulatory norms.

According to Singodimedjo in Edy Sutrisno (2016: 89) and Ahmad Muktamar (2023), several factors that influence work discipline are:

1. The size of the compensation provided. Employees will comply with all applicable regulations, if they feel guaranteed remuneration commensurate with their hard work that has been contributed to the company.

2. Whether or not there is exemplary leadership in the company. The leader's example is very important, because in a company environment all employees will always pay attention to how the leader can enforce his own discipline and how he can control himself from words, actions and attitudes that can harm the rules and discipline that have been established.

3. Whether or not there are definite rules that can be used as a guide. Discipline development will not be implemented in the company if there are no definite written rules that can be used as a collective guide.

4. Leadership courage in taking action. By taking action against disciplinary violations, leadership needs to have the courage to take action appropriate to the level of the violation they have committed.

5. Whether or not there is leadership supervision. In every activity carried out by the company, there needs to be supervision, which will direct employees so that they can carry out their work correctly and in accordance with what has been determined.

Fair compensation can encourage employees to comply more with company regulations, as long as it is balanced with a supportive company culture. Leadership's example is very important in establishing culture and discipline in the company, where they must be able to demonstrate the desired behavior to build a disciplined and dedicated team.

The importance of clear and consistent rules cannot be understated either, as they help avoid confusion and ensure that all employees have the same expectations regarding behavior and performance standards. On the other hand, leaders must have the courage to take action against violations with full consideration and fairness, without favoritism or discrimination. Finally, effective and constructive supervision from leadership is the key to maintaining discipline and ensuring that employees work according to set standards, creating a productive work environment without fear (Muktamar B, A, 2023).

In the world of work, maintaining discipline is one of the main keys to creating a harmonious and productive work environment. According to Singodimedjo, as quoted from Edy Sutrisno's book (2016: 94), there are several indicators that can be used as benchmarks in measuring employee work discipline in a company.

The first is compliance with time regulations, which include punctuality in starting and ending working hours and making good use of rest time. The second is compliance with company regulations, which include how to dress and ethical behavior when carrying out daily tasks. It reflects the extent to which employees respect and follow the norms set by the company.

Next, third is compliance with the rules of conduct in carrying out work. This includes how employees carry out their duties in accordance with their positions, duties and responsibilities, as well as how they interact with other work units. It shows the extent to which employees can work professionally and collaboratively with their colleagues.

Finally, fourth is compliance with other regulations that apply in the company, including the rules that regulate what employees can and cannot do while they are in the company environment. This covers a wide range of aspects, from use of company facilities to daily interactions with coworkers.

By understanding and implementing these indicators, companies can create a more disciplined work environment, which in turn will increase productivity and collective prosperity.

## C. Employee Performance

Performance, which is also known as work achievement, reflects a person's level of dedication in carrying out their duties, including aspects of the quality and quantity of work

results. It is a representation of the efforts and results achieved by an individual in his or her work.

Arif Ramdhani (2011:18) defines employee performance as the desire of an individual or group of people to carry out and improve their duties in accordance with the responsibilities given, with the aim of achieving the desired results.

Meanwhile, Anwar Prabu Mangkunegara (2014:9) explained that employee performance is the qualitative and quantitative achievements achieved by a person in carrying out their duties, in accordance with the responsibilities that have been given to them.

Based on the two definitions above, it can be concluded that work performance or achievement is a representation of the dedication and effort given by a person or group of people in carrying out their duties, including aspects of the quality and quantity of results achieved. Both definitions emphasize achieving expected results through fulfilling the responsibilities assigned to them. This reflects that employee performance is not only measured by the final results achieved, but also by the process and efforts made to achieve these results.

Setiawan (2014:147), suggests that employee performance indicators are as follows:

1. Accuracy in completing tasks. This is time management at work and also employee accuracy in completing work.
2. Suitability of working hours. Employee willingness to comply with company regulations relating to punctual entry/leave time from work and attendance.
3. Attendance rate. The number of employee absences in a company during a certain period.
4. Collaboration between employees. The employee's ability to work together with other people in completing a specified task so as to achieve maximum efficiency and results.
5. Job satisfaction. Employees are satisfied with the type of work they are responsible for within the company

In managing a company, it is important to combine motivation and work environment as well as work discipline with the application of the principles of Good Corporate Governance, namely transparency, independence, accountability (Yuniarti, 2022: 88)

## RESEARCH METHOD

Research using descriptive statistical analysis aims to describe or depict data in variables seen from the average (mean), minimum, maximum and standard deviation values (Ghozali, 2016).

Multiple Linear Regression Analysis is used to measure the strength of the relationship between two or more variables, and also shows the direction of the relationship between the dependent variable and the independent variable. This test is to test the influence of several independent variables on the dependent variable. This research uses multiple linear regression because it has one dependent variable and more than one independent variable (Ghozali, 2016).

Next is hypothesis testing to test the hypothesis which is carried out partial testing and simultaneous testing as well as analysis of the coefficient of determination ($R^2$). Meanwhile, the significant test for individual parameters (t test) The t test shows how far the influence of each independent variable individually is in explaining variations in the dependent variable and is used to determine whether or not there is an influence of each independent variable on the dependent variable which is tested at a significance level of 0 .05 (Ghozali, 2016). Meanwhile, the simultaneous significance test (F Test) aims to measure whether all the independent variables included in the model have a joint influence on the dependent variable (Ghozali, 2016).

## RESULTS AND DISCUSSIONS

### Analysis of Research Variables

The frequency of respondents' answer scores from the questionnaire that the researcher distributed can be seen in the following table:

### 1. Work Motivation (X1)

Based on the results of distributing questionnaires conducted by researchers to employees at the Wajo Regency Land Office, the frequency values of respondents' answers regarding work motivation variables were obtained as follows:

**Table 1. Questionnaire Scores for Work Motivation Variables (X1)**

| Item Per | Respondent Answer Score | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SS | | S | | KS | | TS | | STS | |
| | F | % | F | % | F | % | F | % | F | % |
| 1 | 15 | 50 | 15 | 50 | - | - | - | - | - | - |
| 2 | 16 | 53,3 | 14 | 46,7 | - | - | - | - | - | - |
| 3 | 18 | 60 | 12 | 40 | - | - | - | - | - | - |
| 4 | 13 | 43,3 | 17 | 56,7 | - | - | - | - | - | - |
| 5 | 19 | 63,3 | 11 | 36,7 | - | - | - | - | - | - |

*Source: IBM SPSS Statistics Processing Results for Windows version 28*

Based on table 1 it can be described as follows:

a) Statement item 1, the respondent's answer regarding a salary that is sufficient to meet daily needs so as to encourage better work. The majority of respondents chose the agree answer of 50% as many as 15 (fifteen) people.

b) Statement item 2, respondent's answer regarding cohesive cooperation between employees in the office. The majority of respondents chose the answer strongly agree, amounting to 53.3%, a total of 16 (sixteen) people.

c) Statement item 3, the respondent's answer about the work environment being good and pleasant, the majority of respondents chose an affirmative answer of 60% as many as 18 (eighteen) people.

d) Statement item 4, the respondent's answer regarding the implementation of health insurance is quite good. The majority of respondents chose the affirmative answer, 43.3% of 17 (seventeen) people.

e) Statement item 5, the respondent's answer regarding giving awards to employees who excel will provide employee work motivation. The majority of respondents chose the affirmative answer, 63.3% of 19 (nineteen) people.

Based on the general conclusion that the work motivation of employees at the Wajo Regency Land Office has gone well, this can be seen from the percentage of respondents' answers who on average answered in the affirmative.

**2. Work Discipline (X2)**

Based on the results of distributing questionnaires conducted by researchers to employees at the Wajo Regency Land Office, the frequency values of respondents' answers regarding work discipline variables were obtained as follows:

**Table 2. Questionnaire Scores for the Work Discipline Variable (X2)**

| Item Per | Respondent Answer Score | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SS | | S | | KS | | TS | | STS | |
| | F | % | F | % | F | % | F | % | F | % |
| 1 | 11 | 36,7 | 19 | 63,3 | - | - | - | - | - | - |
| 2 | 14 | 46,7 | 16 | 53,3 | - | - | - | - | - | - |
| 3 | 15 | 50 | 15 | 50 | - | - | - | - | - | - |
| 4 | 11 | 36,7 | 19 | 63,3 | - | - | - | - | - | - |
| 5 | 12 | 40 | 18 | 60 | - | - | - | - | - | - |

*Source: IBM SPSS Statistics Processing Results for Windows version 28*

Based on table 2 above it can be described as follows:

a)  Statement item 1, respondent's answer about coming to work on time. The majority of respondents chose the answer strongly agree 63.3% as many as 19 (nineteen) people.

b)  Statement item 2, the respondent's answer about leaving work at the specified time. The majority of respondents chose the answer strongly agree 53.3% as many as 16 (sixteen) people.

c)  Statement item 3, the respondent's answer about being able to complete the task within the specified time. The majority of respondents chose the answer agreeing with 50% as many as 15 (fifteen) people.

d)  Statement item 4, respondent's answer about wearing clothes in accordance with office regulations. The majority of respondents chose the answer strongly agree 63.3% as many as 19 (nineteen) people.

e)  Statement item 5, respondent's answer about being able to use office equipment well while working. The majority of respondents chose the answer strongly agree 60% as many as 18 (eighteen) people.

Based on the general conclusion that the work discipline of employees at the Wajo Regency Land Office has been carried out well, this can be seen from the percentage of respondents' answers who on average answered in the affirmative.

**3. Employee Performance (Y)**

Based on the results of distributing questionnaires conducted by researchers to employees at the Wajo Regency Land Office, the frequency values of respondents' answers regarding employee performance variables were obtained as follows:

**Table 3. Questionnaire Scores for Employee Performance Variables (Y)**

| Item Per | Respondent Answer Score | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | SS | | S | | KS | | TS | | STS | |
| | F | % | F | % | F | % | F | % | F | % |
| 1 | 16 | 53,3 | 14 | 46,7 | - | - | - | - | - | - |
| 2 | 15 | 50 | 15 | 50 | - | - | - | - | - | - |
| 3 | 17 | 56,7 | 13 | 43,3 | - | - | - | - | - | - |
| 4 | 19 | 63,3 | 11 | 36,3 | - | - | - | - | - | - |
| 5 | 18 | 60 | 12 | 40 | - | - | - | - | - | - |

*Source: IBM SPSS Statistics Processing Results for Windows version 28*

Based on table 3 it can be described as follows:

a) Statement item 1, respondent's answer about having good relationships with coworkers. The majority of respondents chose the answer strongly agree at 53.3% as many as 16 (sixteen) people.

b) Statement item 2, respondent's answer about always complying with existing regulations at the office. The majority of respondents chose the agree answer of 50% as many as 15 (fifteen) people.

c) Statement item 3, the respondent's answer about trying to work for maximum results. The majority of respondents chose the answer strongly agree at 56.7% as many as 17 (seventeen) people.

d) Statement item 4, respondent's answer about never procrastinating on work. The majority of respondents chose the answer strongly agree, 63.3%, 19 (nineteen) people.

e) Statement item 5, respondent's answer about being able to complete tasks on time. The majority of respondents chose the answer strongly agree at 18% as many as 60 (sixteen) people.

Based on the general conclusion that the performance of employees at the Wajo Regency Land Office has gone well, this result can be seen from the percentage of respondents' answers who on average answered in the affirmative.

**Multiple Linear Regression Test**

Multiple linear regression aims to calculate the magnitude of the influence of two or more independent variables on one dependent variable and predict the dependent variable using two or more independent variables.

### Table 4. Multiple Linear Regression

| Coefficients[a] | | | |
|---|---|---|---|
| Model | | Unstandardized Coefficients | |
| | | B | Std. Error |
| 1 | (Constant) | 3.653 | 3.861 |
| | work motivation | .499 | .158 |
| | Work Discipline | .353 | .157 |

a. Dependent Variable: employee performance

*Source : Source: IBM SPSS Statistics Processing Results for Windows version 28*

Based on table 4 above, the following multiple regression is obtained:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 3,653 + 0,499 X_1 + 0,353 X_2 + e$$

Interpretation:

a) The constant value is 3.653. This means that if the work motivation and work discipline of employees at the Wajo Regency Land Office remains or does not experience 3.653.

b) The work motivation coefficient ($X_1$) is 0.499%. This shows that with every increase in the work motivation value, the employee performance variable (Y) will increase by 0.499% assuming that the other independent variables from the regression model are constant.

c) The work discipline coefficient value ($X_2$) is 0.353%. This shows that with every increase in work discipline, the employee performance variable (Y) will increase by 0.353% assuming that the other independent variables from the regression model are constant.

**Hypothesis testing**

**1. Partial Test (t Test)**

The partial test (t test) shows how far the independent variables individually explain the variations. This test was carried out using a significance level of 5%.

**Table 5. Partial Test (t Test)**

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | ig. |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | | |
| (Constant) | 3.653 | 3.861 | | .946 | 353 |
| Work Motivtion | .499 | .158 | .481 | 3.169 | 004 |
| Work Discipline | .353 | .157 | .341 | 2.249 | 033 |

Coefficients<sup>a</sup>

a. Dependent Variable: employee performance

*Sumber : Hasil Pengolahan SPSS  for Windows Version 28*

Significant testing with the following decision making criteria:

Ho is accepted if t $_{count}$ < t $_{table}$ at or significant > 5%

Ha is accepted if t $_{count}$ > t table at or significant < 5%

Based on table 4.8 it can be seen that:

a) The influence of work motivation on employee performance. t $_{count}$ is 3.169 > t $_{table}$ 2.101 (see attached t $_{table}$) and the significance is 0.004 < 0.05, then the decision is to reject Ho. This means that work motivation partially influences employee performance at the Wajo Regency Land Office.

b) The influence of work discipline on employee performance. t $_{count}$ is 2.249 > t $_{table}$ 2.101 (see attached t $_{table}$) and the significance is 0.033 < 0.05, then the decision is to reject Ho. This means that work discipline partially influences employee performance at the Wajo Regency Land Office.

**CONCLUSION**

Based on the research results, the conclusions in this research are as follows:

1. The results of observations obtained by researchers are that employees who work at the Wajo Regency Land Office do have good work motivation and work discipline, so this is what influences good employee performance.

2. The results of the interview obtained by the researcher are that the number of employees in the office is 70 (seventy) people, divided into 32 (thirty two) civil servants and 38 (thirty eight) PPNPN. Based on the data obtained by researchers from the Office. However, due to the increase in Covid-19 cases in Wajo, especially in the Sengkang area, researchers could only give questionnaires to 30 (thirty) respondents, 15 (fifteen) civil servants and 15 (fifteen) PPNPN people.

3. From the results of the questionnaire data obtained by the researcher, namely: There is an influence of work motivation on employee performance at the Wajo Regency Land Office. This is shown by the calculated t test results of 3.169 with a significance of 0.004 and a

regression coefficient of 0.499. And there is an influence of work discipline on employee performance at the Wajo Regency Land Office. This is shown by the calculated t test results of 2.249 with a significance of 0.033 and a regression coefficient of 0.353.

4. The results of the t test from the independent variables work motivation and work discipline individually or one by one influence employee performance at the Wajo Regency Land Office.

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