



## The Influence of Work Discipline and Work Motivation on Employee Work Productivity (Study at UD. Primacon Paving)

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### ABSTRACT

The main objective of this study is to examine how work discipline and motivation affect the work productivity of production employees at UD. Primacon Paving. An explanatory research approach is employed, involving field data collection. The target population consists of 47 employees working in the production department at UD. Primacon Paving Kepuh Kembang. The researchers utilised multiple Linear Regression statistical methods and hypothesis testing to analyse the data, as well as the coefficient of determination. The study findings suggest that maintaining good work discipline can positively influence the work productivity of employees at UD. Primacon Paving Kembang, while high levels of work motivation can lead to increased Employee Work Productivity at UD. Primacon Paving Kembang.

Keywords: Motivation, Work Discipline, Work Productivity



### 1. Introduction

The development of the business world is very necessary for the existence of quality resources to achieve maximum work results and be able to achieve company goals. Every form of activity carried out by the company, be it a large or small company, really needs human resources, namely employees. Human resources determine the production activities of a company because without human resources the company cannot run. This is because employees have the intelligence, talent, energy, desire, knowledge, feelings and creativity that are carried out to achieve the company's vision and mission.

Every company wants to have employees whose work productivity is good. The implementation of their duties and responsibilities productively will have an impact on production results so that the company can achieve targets and can fulfil the obligations of its employees (Sudana, 2019). Employee work productivity is one of the important aspects because it can be a measuring tool for a company's success in running a business (Zainuri, 1979).

According to (Sutrino, 2014) productive efficiency is quantified through work productivity. By comparing outputs to inputs, one can determine the level of efficiency. Labour is typically the main input, with outputs being assessed in terms of physical quantity, type, and worth. The same thing was also mentioned by (Mulyadi, 2015) which states that work productivity is the result of a person's or employee's work that compares between Input and Output. This is reinforced by (Tohardi, 2011) which explains that Work productivity is the end result of the goods or services that are delivered. The total output of work is determined

by the resources required to produce that output. This can lead to higher wages for employees and greater profits for the company.

Employees can be called productive if the tasks assigned can be completed in accordance with company standards and can use time and costs appropriately. It is important for companies to increase employee productivity so that the company can develop and survive in the competition (Dessler, 2009). In increasing work productivity, there needs to be more effort to achieve it. There are several factors that can affect work productivity, namely skills, motivation, education level, work environment and climate, work discipline and work supervision (Raviyanto, 2013). Work discipline is a conscious attitude that a person has to obey the rules that have been set and is willing to comply with the company's social rules (Hasibuan, 2008).

The focus of the study is on UD Primacon Paving Kepuh Kembang, a company established in the year 2000 that deals with the production and trade of paving materials. Situated at Jln. Mastrip-Kepuh Kembang in Jombang, East Java, the company has extensive experience in managing projects across various cities and districts in the region including Surabaya, Sidoarjo, Mojokerto, Jombang, Bojonegoro, Nganjuk, Kediri, Tulungagung, Ponorogo, Madiun, Magetan, and Ngawi.

The company has 57 employees, of which 47 employees are production employees who are divided into 5 teams (where 2 teams consist of 10 people each, and 3 other teams consist of 9 people each) and 2 quality control, as well as 3 employees are administration and 5 employees are shipping. To facilitate researchers in retrieving data and obtaining information from the company, researchers focused this research only on production employees.

This research was conducted at the company because according to information cited from (Faiza, 2021) the work productivity of employees in the company is still low, this can be proven in a period of 5 months there has been a decrease in the aspect of production quality where there are still paving products that are damaged (cracked) during the production process and cannot be processed again so that it can cause losses to the company. And employees feel burdened by the prevailing work system. For example, the problems of employee work productivity experienced are a decrease in the quantity of work, low work quality, and timeliness in the work process.

A study at PT Dirgantara Indonesia found that work motivation and discipline together accounted for 42.1% of the variance in work productivity, highlighting their important role in performance outcomes. (Ferdiansyah & Rinawati, 2022). Similarly, findings from PT Jamkrida Riau show that work discipline has a positive impact on employee performance, with work motivation serving as a mediating factor. (Sinaga et al., 2024). In addition, research at PT Auto Teknologi Indonesia confirms that work discipline and motivation have a major impact on employee performance, suggesting that effective management practices can improve these factors (Hasbunallah et al., 2024). However, a study at PT Bank KB Bukopin Syariah showed that while work discipline directly affects performance, work motivation does not mediate this relationship, suggesting complexity in this interaction. (Schoe et al., 2024). Overall, the evidence underscores the importance of fostering work discipline and motivation to optimize employee productivity.

Many factors can affect employee work productivity, as stated by (Mulyadi, 2015) that there are multiple elements that can impact the efficiency of employees, including education, capability, expertise, ethics, drive, healthcare coverage, pleasant work setting, supportive production facilities, discipline, leadership, remuneration, and pay. The main concern of the study is to determine if work discipline has a notable impact on productivity at UD. Primacon Paving Kepuh Kembang production department. Additionally, it aims to investigate whether work motivation significantly influences productivity at UD. Primacon Paving Kepuh Kembang production department.

## **2. Methodology**

This study employs a quantitative methodology and explanatory research. Quantitative methods involve research techniques rooted in the positivist philosophy, focusing on studying specific populations or samples using random sampling methods. Data collection is conducted using research tools, while data analysis entails quantitative/statistical methods to test pre-established hypotheses (Sugiyono, 2017). The data collection

method in this study uses the direct survey method, namely distributing questionnaires directly or face to face with respondents who meet the requirements and are easy to find. The components that can be measured will ultimately be used as a starting point in compiling questions on the questionnaire that will be distributed to be answered by respondents.

### 3. Results and Discussion

#### 3.1. Result

##### 3.1.1. Multiple Regression Analysis Results

**Tabel 1. Multiple Linear Regression Test Results**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.409	.985		.415	.680
	X1	.245	.059	.417	4.186	.000
	X2	.688	.125	.548	5.503	.000

a. Dependent Variable: Employee Performance (Y)

The regression model  $Y = 0.409 + 0.245X1 + 0.688X2$  reveals a significant and positive relationship between work discipline, motivation at work, and employee productivity. Specifically, the coefficients for X1 (work discipline) and X2 (motivation) indicate that both variables positively influence productivity. A 1-unit increase in work discipline (X1) is associated with a 0.245 increase in productivity, while a 1-unit increase in motivation (X2) results in a 0.688 increase in productivity. This suggests that improvements in work discipline and motivation are strongly correlated with enhanced employee productivity.

The substantial effect of motivation, with a higher coefficient of 0.688 compared to work discipline, highlights its critical role in boosting productivity. This finding aligns with motivational theories that emphasize the importance of intrinsic and extrinsic factors in driving performance. Motivation often leads to increased engagement and effort, which directly impacts productivity. On the other hand, work discipline ensures that employees adhere to standards and norms, contributing to consistent performance.

The combined effect of these factors suggests that organizations aiming to enhance employee productivity should focus on both fostering a disciplined work environment and enhancing motivational factors. Interventions such as training programs, performance incentives, and clear goal-setting can be effective strategies to improve both work discipline and motivation. These findings underscore the need for a holistic approach to performance management, where both disciplinary practices and motivational strategies are integrated to achieve optimal productivity outcomes.

##### 3.1.2. Hypothesis testing results

- a. Examining the initial hypothesis, it is established that the significance value concerning the impact of X1 on Y is 0.000 which is less than 0.05. Therefore, it can be concluded that adherence to work rules positively and significantly influences the effectiveness of employees. Greater adherence to work rules leads to increased employee productivity.
- b. When examining the second hypothesis, it is evident that the significance value for the impact of X2 on Y is less than 0.05, indicating that work motivation contributes significantly and positively to employee productivity. Increased compensation leads to a rise in employee productivity.

**3.1.3. Test Coefficient of Determination (R2)**

**Table 2. Test Coefficient of Determination R2**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.911 <sup>a</sup>	.829	.821	1.070	1.692

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

In this research, the R2 value indicates that employee productivity is largely determined by work discipline and work motivation variables, accounting for 82.9% of the variability observed. The remaining 17.1% is attributed to other factors not explored in this study.

**3.2. Discussion**

**3.2.1. The effect of work discipline on Employee Work Productivity**

The study findings demonstrate that maintaining good work discipline can enhance Employee Work Productivity at UD. Primacon Paving Kembang. The regression coefficient reveals that compliance with work rules has a positive and significant influence on employee productivity, with a significance value of 0.000, which is well below the 0.05 threshold. This suggests that stricter adherence to work rules, such as punctuality, good behavior, adherence to breaks, and completion of tasks directly increases employee productivity. This correlation indicates that employees who disciplinedly follow work guidelines are likely to work more effectively, thereby increasing overall productivity. This conclusion is supported by the fact that employees have consistently adhered to their schedules, followed rest time regulations, returned to work promptly, behaved appropriately, complied with attitude guidelines, completed assigned tasks, and taken ownership of their work, thereby leading to a boost in overall productivity.

The results of this study are in line with research conducted by (Yulia Andini, Yusniar Lubis & Rahma Sari Siregar, 2019) that being disciplined can enhance the productivity of employees in the workplace. According to Cristian Kuswibowo (2020) stated that employee work productivity is greatly impacted by discipline. Discipline not only functions as a controlling tool, but also as a motivational factor that encourages employees to work more effectively and efficiently. This is in line with motivational theories that emphasize the importance of order and structure in achieving optimal performance in the workplace. Thus, work discipline acts as a foundation in creating a productive work culture, which in turn can increase the competitiveness and sustainability of the organization in the long term.

**3.2.2. The effect of work motivation on Employee Work Productivity**

Based on the results of the study illustrates that good work motivation is able to increase Employee Work Productivity at UD. Primacon Paving Kembang. The impact of work motivation on productivity is also significant, with a significance value of 0.000. This finding underscores that higher levels of work motivation will result in greater productivity. Motivated employees are more likely to complete tasks efficiently, show initiative, and maintain consistent work attendance, all of which contribute to improved work performance and outcomes. The results of this study suggest that increasing employee compensation and creating a motivating work environment can increase productivity, as motivated employees are driven to achieve better work results and optimize the use of resources. This is supported that having the desire to get the job done well and on time well, having the initiative to improve good work results, and staying at work as usual if you are not seriously ill so that it has an impact on increasing employee work productivity by trying to improve the quality produced well, being able to produce the amount of work specified by the company, being able to do tasks in accordance with the time specified by the company, and being able to maximise inputs which include materials, time, and tools for good results (output).

The findings of this study align with the outcomes of research carried out by Roni & Meghar (2013) that employee work productivity is enhanced by motivation. According to Sunarsih (2018) stated that Employee work productivity is greatly influenced by motivation. In essence, the more motivated an employee is, the more productive they will be in their work. In essence, the higher the motivation an employee has, the higher the productivity they will achieve in their work. This shows that motivation is a key factor in driving optimal employee performance, which implies the importance of companies to continue to pay attention to and improve factors that can motivate employees to achieve better work results.

#### 4. Conclusion

Based on the results of data analysis and discussion, researchers can draw the conclusion that good work discipline can have an impact on Employee Work Productivity at UD. Primacon Paving Kembang and good work motivation can Employee Work Productivity at UD. Primacon Paving Kembang. Employees who adhere to established work schedules, demonstrate punctuality, and follow organizational protocols contribute to a more efficient and orderly workplace. This discipline is instrumental in minimizing disruptions and maintaining a steady workflow, which could collectively enhances productivity. Similarly, employees who are motivated are more likely to exhibit higher levels of engagement, creativity, and perseverance. Motivation drives individuals to go beyond their basic job requirements, contributing positively to their performance and the company's goals. The synergy between these two factors highlights the necessity for UD. Primacon Paving Kembang to not only enforce strong disciplinary practices but also to implement strategies that bolster employee motivation. Addressing both dimensions can lead to a more productive and effective workforce, ultimately benefiting the organization's overall performance.

Future research could benefit from longitudinal studies to examine how changes in work discipline and motivation over time impact employee productivity. This approach would provide insights into the long-term effects and sustainability of these factors. Employing more granular quantitative measures also could help in understanding the specific aspects of work discipline and motivation that most significantly affect productivity. For instance, breaking down motivation into intrinsic and extrinsic factors could yield more targeted insights. By addressing these areas, future research can build upon the current findings and offer more comprehensive insights into optimizing employee productivity through discipline and motivation.

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