

Analysis Of Motivation And Work Discipline On Employee Performance At SMK Negeri 1 Binjai

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Abstract

The research analysis aims to determine the influence of Motivation and Work Discipline on Employee Performance at Smk Negeri 1 Binjai. The data analysis technique used is an associative research method with the help of the SPSS version 25 program. This study uses multiple linear regression analysis. The sample in this study was 72 respondents. Primary data collection uses questionnaires. The results showed that the tcount value was $3.522 > \text{the } t_{\text{table}} \text{ was } 1.99$ with a significant value of $0.001 < 0.05$, then the H1 hypothesis was accepted and H0 was rejected, meaning that leadership had a positive and partially significant effect on employee performance. The test results for the work motivation variable showed $\text{at-calculated value of } 5.637 > \text{table of } 1.99$ with a significant value of $0.000 < 0.05$, then the H2 hypothesis was accepted and H0 was rejected, meaning that discipline had a positive and partially significant effect on employee performance. The results of the simultaneous test or F test prove that the value of F is calculated as 40.491 which is greater than 3.13 and the significant value of 0.000 is less than 0.05 so that it can be concluded that hypothesis 3 is accepted and hypothesis 0 is rejected so that it can be concluded that work motivation and work discipline have a significant simultaneous effect on employee performance.

Keywords :

Motivation, Discipline and Employee Performance

Introduction

School as an institution that carries out the educational process occupies an important position, because in this institution every member of society, in this case students, can take part in the educational process with the aim of equipping them with various sciences and knowledge so that they become quality human beings in accordance with the goals of national education as stated in Law Number 20 of 2003 concerning the National Education System. One of the educational standards that is assessed directly related to the quality of education indicated by graduation

competencies is the standards of educators and education personnel. This means that to achieve the desired quality of graduates, the quality of educators (teachers), education personnel (principals, supervisors, laboratories, librarians, administrative staff) must be improved.

Various efforts have been made to improve the quality of national education, for example the development of national and local curricula, improving teacher competence through training, procurement of books and teaching tools, teacher certification, procurement and procurement of educational facilities and infrastructure, and improving the quality of school management. However, it seems that all these efforts have not shown maximum results. It is evident that when the public is still talking about poor quality school graduates, even in terms of morals, students are gradually declining, honesty is very lacking, manners are not there, lack of discipline, lack of responsibility, shame is very lacking, malpractice is everywhere, and so on.

One of the main requirements that must be considered in improving education in order to contribute to improving the quality of human resources (HR), namely professional teachers and education personnel. Teachers are one of the human components in the teaching and learning process, which plays a role in the formation of potential human resources in the field of development. Therefore, teachers, who are one of the elements in the field of education, must play an active role and place themselves as professionals, in accordance with the demands of the growing society. In this case, the teacher is not only a teacher who transfers knowledge, but also as an educator who transfers values as well as a guide and guides students in learning.

According to (Kasmir, 2019) one of the factors that can affect employee performance is work motivation. Work motivation is very important because it can shape employee work behavior. Motivation is a process in which the need for needs drives a person to carry out a series of activities that lead to the achievement of certain goals. According to (Hasibuan, 2019) motivation is what causes, channels and supports human behavior, so that they want to work hard and enthusiastically achieve optimal results.

Employees are expected to have high work motivation which will later be able to improve high performance. Employees will be motivated if their wants and needs are met. There is a strong relationship between motivation and performance, the higher the work motivation, the higher the job satisfaction of employees.

One of the indicators of teachers who have a competitive advantage is measured by the level of work discipline. Human resources are required to be able to show a good level of professionalism in teaching. According to (Hasibuan, 2019) that work discipline is a circumstance that causes or encourages a person to comply with company regulations and applicable social norms.

Discipline is not only seen from employee compliance on matters related to the quality of attendance, attendance, and tardiness, but more broadly than that. In addition to discipline in attendance hours (attendance), but also discipline in work



provisions (procedures), discipline in work coordination, discipline in achieving work quality, and so on. The commitment to work discipline of each employee is something that needs to be cultivated in teaching activities.

This research was conducted in one of the State Vocational Schools 1 Binjai. This school consists of several employees, both educators and non-educators. To realize the vision and mission of the school, it is necessary to conduct an evaluation related to the Human Resources in the school, namely the teachers themselves. So great is the responsibility of a teacher, so teachers are one of the important factors that must be managed, directed, moved, fostered and placed in the right position in order to carry out their duties and functions as expected, as well as so that the goals of educational institutions can be achieved properly.

Referring to the provisions of Law Number 14 of 2005 concerning Teachers and Lecturers, Teacher competencies consist of 4 competencies, namely Pedagogic, Personality, Social, and Professional, so that these four competencies are used as competency models in Competency Reflection.

The following is the performance assessment of teacher employees at SMK N1 Binjai can be seen in the following performance assessment table:

Table 1.1 Teacher Performance Assessment

It	Information	2022			2023		
		Score (%)	Weight (%)	Value	Score (%)	Weight (%)	Value
1	Ability to manage student-centered learning to achieve learning objectives	6,5	10	70	6	10	65
2	Personality ability, moral and authoritative and become a role model for students	7	10	75	6.8	10	70
3	Ability to communicate and interact	8	10	85	7	10	75
4	Ability to master the subject matter in a broad and deep manner	6,5	10	70	6	10	65
	Average Rating	75			68,75		

Sumbner : SMK N 1 Binjai

Based on the table above, it can be seen that four teacher performance assessments refer to the provisions of Law Number 14 of 2005 concerning Teachers. In 2022, the average teacher assessment reached a score of 75 and in 2023 it decreased to 68.75. Based on this assessment, it can be seen that there will be a significant decrease in 2023. The lowest assessment in 2022 includes the ability to manage learning in students with a score of 70.



The assessment in 2023 with the lowest score of 65 on the indicator of the ability to manage learning and mastery of material and ability. The results of the teacher assessment must be an evaluation in improving teacher performance. The researcher conducted a pre-survey to see problems related to employee performance in schools. Some of the problems include the performance of teacher employees in achieving material to students is not optimal. Teachers have low motivation in delivering material to students. Related to discipline that is a problem, namely teachers often come late to school, thus interfering with the ineffective learning process.

Employee Performance

According to (Kasmir, 2019) said that the performance is work results and work behaviors that have been achieved in completing tasks and responsibilities given in a certain period. Opinion (Hasibuan, 2019) that performance is a result of work achieved by a person in carrying out the tasks assigned to him which is based on skills, experience, and seriousness and time. According to (Robins, 2018) that employee performance is a function of the interaction between ability and motivation. According to Sedarmayanti (2019), it is the result of work that can be achieved by a person or a group of people in an organization, in accordance with their respective authorities and responsibilities, in an effort to achieve the goals of the organization in question legally, not in violation of the law and in accordance with morals and ethics.

Factors that affect employee performance

According to (Kasmir, 2019) Factors that affect employee performance, namely abilities and skills, knowledge, work design, work loyalty, personality, job satisfaction, work discipline, work environment, organizational culture, leadership, work motivation, work commitment and teamwork.

Work Motivation

Work motivation is a condition or energy that moves employees who are directed or directed to achieve the company's organizational goals. (Mangkunegara, 2019). According to (Anoraga, 2019) Work motivation is something that causes enthusiasm or encouragement to work. Therefore, work motivation in career psychology is commonly called a driver of work morale. The strength and weakness of a worker's work motivation also determines the size of his achievements. According to (Hasibuan, 2019) Work motivation is a condition or energy that drives employees who are directed or directed to achieve the company's organizational goals. The employee's pro and positive mental attitude towards the work situation is what strengthens his work motivation.

Work Discipline



Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase a person's awareness and willingness to obey all company regulations and applicable social norms. (Sutrisno, 2018). According to Rivai (2019), work discipline is a tool used by managers to communicate with employees so that they are willing to change their behavior and as an effort to increase awareness and willingness to comply with all company regulations.

Conceptual Framework

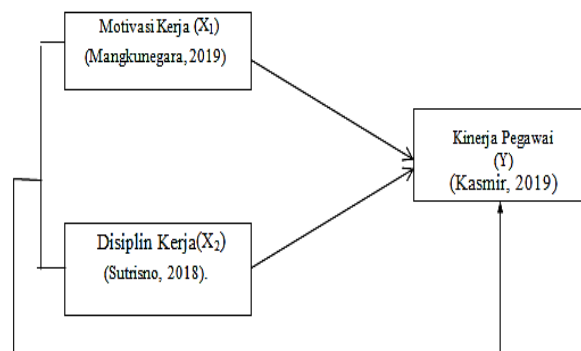


Figure 1. Conceptual Framework

Hypothesis

Based on the formulation of the problem that has been raised, the hypothesis of this study is:

- H1 : Work motivation has a positive and partially significant effect on employee performance at SMK Negeri 1 Binjai.
- H2 : Work discipline has a positive and partially significant effect on employee performance at SMK Negeri 1 Binjai.
- H3 : Work motivation and work discipline have a positive and significant effect simultaneously on employee performance at SMK Negeri 1 Binjai.

Research Methods

The research approach used in this study is quantitative research. According to (Sugiyono, 2019) Quantitative research methods can be interpreted as research methods based on data collection using research instruments, data analysis is quantitative/statistical with the aim of testing hypotheses that have been determined. Based on this understanding, the population in this study is all teachers of SMK N 1 Binjai which totals 72 people.

RESEARCH RESULTS AND DISCUSSION



Validity Test

To find out the feasibility of the items in the list of questions (questionnaires), it is necessary to conduct a validity test.

Table 1. Data Validity Test

Variable	Question Item	Corrected Item Corelation	r-mean	Result
Motivation (x1)	X1.1	0,485	0,3	Valid
	X1.2	0,355		Valid
	X1.3	0,361		Valid
	X1.4	0,474		Valid
	X1.5	0,539		Valid
	X1.6	0,425		Valid
	X1.7	0,558		Valid
	X1.8	0,574		Valid
Work Discipline (X2)	X3.1	0,442	0,3	Valid
	X3.2	0,499		Valid
	X3.3	0,806		Valid
	X3.4	0,819		Valid
	X3.5	0,806		Valid
	X3.6	0,819		Valid
Employee Performance (Y)	Y.1	0,444	0,3	Valid
	Y.2	0,602		Valid
	Y.. 3	0,615		Valid
	Y.4	0,534		Valid
	Y.. 5	0,422		Valid
	Y.6	0,612		Valid
	Y.7	0,505		Valid
	Y.8	0,703		Valid
	Y.. 9	0,573		Valid
	Y.10	0,550		Valid
	Y.11	0,468		Valid
	Y.12	0,489		Valid

Source : SPSS Output ver 25 (2025)

Based on the results of the SPSS output, it is known that the validity value is in the *Corrected Item-Total Correlation* column in the question item of each variable that is studied can be declared valid because all coefficient values are greater than 0.30.

Reliability Test

The reliability test is carried out to see if the data is reliable or reliable so that it is feasible to be carried out in the next test.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	N of Items
Motivation	0,768	8
Work Discipline	0,876	6
Employee Performance	0,862	12

Source : SPSS Output ver 25 (2025)

Based on the results of the SPSS output, it is known that the value of Cronbach's Alpha in each variable is greater (>) than 0.6 so that it can be concluded that the questions that have been presented to the respondents are reliable or said to be reliable.

Normality Test

It is a test conducted with the aim of assessing the distribution of data in a group of data or variables, whether the distribution of the data is normally distributed or not

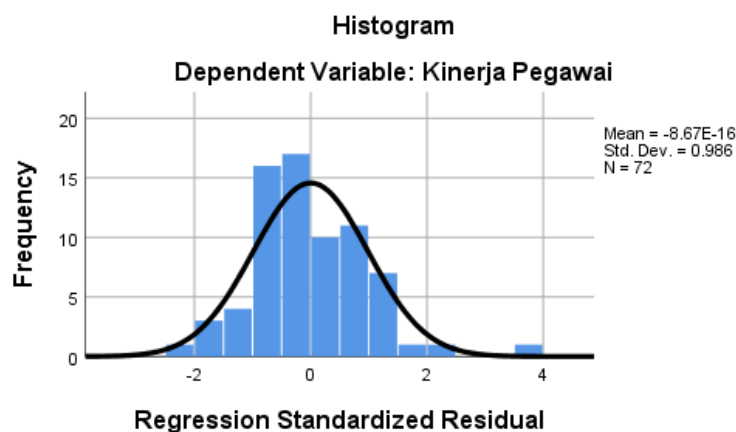


Figure 2. Histogram Test

Source : SPSS Output ver 25 (2025)

Based on the figure above, the results of the data normality test are known that the data has been distributed normally, where the histogram image has a line forming a bell and has a balanced convex in the middle.

Normal P-P Plot of Regression Standardized Residual

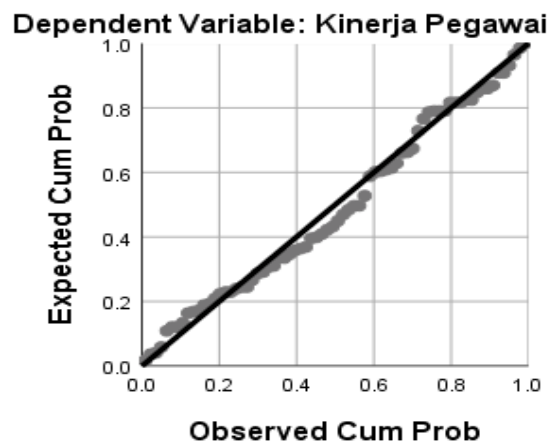


Figure 3. PP Plot Test

Source : SPSS Output ver 25 (2025)

Based on the figure above, then for the results of testing the normality of the data using the PP Plot image, it can be seen that the data points that are spread are around the diagonal line so that the data has been distributed normally.

Table 3. Kolmogorov-Smirnov Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandar- zed Residual
N		72
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.23984423
Most Extreme Differences	Absolute	.073
	Positive	.073
	Negative	-.054
Test Statistic		.073
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source : SPSS Output ver 25 (2025)

Based on the *Smirnov kolmogrov* test , it can be seen that the Asymp. Sig. (2-tailed) value of 0.801 can be concluded that the data is normally distributed, where the significance value is greater than 0.05 ($p = 0.200 > 0.05$).



Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables (Russiadi et al, 2018). A good regression model should not have correlations between independent variables. The tolerance value is not less than 0.1 and the *Variance Inflation Factor (VIF) value* is not more than 10 so that the model can be said to be free from multicollinity. The results of the multicollinearity test of this research data can be presented in the following table.

Table 4. Multicollinearity Test Results

Type	Collinearity Statistics	
	Tolerance	VIF
Motivation	.777	1.287
Work Discipline	.777	1.287

Source : SPSS Output ver 25 (2025)

Based on the data in table 4, it can be seen that the tolerance value of all independent variables is not less than the fixed value of 0.1 and the VIF value of all independent variables is no more than the fixed value of 10. Therefore, the data in this study is said to show that competence, training and work experience do not experience multikolineity problems.

Heteroscedasticity Test

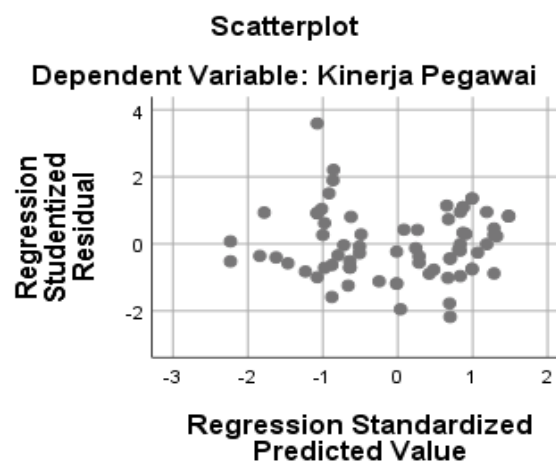


Figure 4. Heterokedesity Test

Source : SPSS ver 25 (2025) Output

Based on the scatterplot image , it shows that the resulting points are spread randomly and do not form a pattern or trend of a specific line. The image above also



shows that the data spread is around the zero point. The results of this test show that this regression model is free from heteroscedasticity problems, in other words: the variables to be tested in this study are homoscedasticity.

Multiple Linear Regression

To see the correlation or relationship between independent variables and dependent variables that can have positive or negative values with multiple linear regression analysis, it can be seen which variable among the independent variables is the most dominant influence on the dependent variable.

Table 5. Multiple Linear Regression

Type		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	8,660	4,136	
	Motivation	0,555	0,158	0,326
	Work Discipline	0,896	0,159	0,522

a. Dependent Variable: Employee Performance

Source : SPSS Output ver 25 (2025)

Based on the table above, an equation can be formulated:

$$Y = 8.660 + 0.555 X_1 + 0.896 X_2$$

The above multiple linear regression equation interperformance is as follows:

1. A constant value of 8,660 indicates a positive sign which means that if motivation and work discipline are considered zero, then the employee's performance is 8,660 units.
2. The regression coefficient value for the motivation variable shows a positive value of 0.555 which means that if the motivation variable increases by one unit, then the employee's performance will increase by 0.555 units.
3. The regression coefficient value for work discipline shows a positive value of 0.896 which means that if the work discipline variable increases by one unit, then the performance of employees will increase by 0.896 units.

Partial Hypothesis Test (t-Test)

Table 6. Results of Partial Hypothesis Test

Coefficients ^a				
Type	Unstandardized Coefficients	Standardized	t	Sig.



			Coefficients		
	B	Std. Error	Beta		
(Constant)	8,660	4,136		2,094	0,040
Motivation	0,555	0,158	0,326	3,522	0,001
Work Discipline	0,896	0,159	0,522	5,637	0,000

Dependent Variable: Employee

Performance

Source : SPSS Output ver 25 (2025))

1. The test results for the motivation variable showed a calculated t-value of 3.522 > a ttable of 1.99 with a significant value of 0.001 < 0.05, then the H1 hypothesis was accepted and H0 was rejected, meaning that motivation had a positive and partially significant effect on employee performance.
2. The test results for the work discipline variable showed a calculated t-value of 5.637 > ttable of 1.99 with a significant value of 0.000 < 0.05, then the H2 hypothesis was accepted and H0 was rejected, meaning that work discipline had a positive and partially significant effect on employee performance.

Simultaneous Hypothesis Test (Test F)

The following can be presented the results of simultaneous testing between independent variables and dependent variables as follows:

Table 7. Results of Simultaneous Hypothesis Tests

ANOVAa						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2287.904	2	1143.952	40.491	.000b
	Residual	1949.374	69	28.252		
	Total	4237.278	71			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Discipline, Motivation

The simultaneous hypothesis test or F test proves that the value of F is calculated as 40.491 which is greater than 3.13 and the significant value of 0.000 is less than 0.05 so that it can be concluded that hypothesis 3 is accepted and hypothesis 0 is rejected so that it can be concluded that motivation and work discipline have a significant effect simultaneously on employee performance.



R2 Test (Determination)

The following can be presented the results of the independent variable determination test explaining the dependent variable as follows:

Table 8. Determination Coefficient Test Results

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.735a	.540	.527	5,315

Predictors: Dependent Variable: Employee Performance

Source : SPSS Output ver 25 (2025)

The results showed that the *adjusted R Square* value of 0.527 which can be called the determination coefficient which in this case means that 52.7% of employee performance can be obtained and explained by motivation and work discipline while the remaining 47.3% is explained by other factors or variables outside the research model.

DISCUSSION

The Effect of Work Motivation on Employee Performance at SMK Negeri 1 Binjai

Based on the results of the study, researchers have found that work motivation has a positive and significant effect on employee performance. This can be seen from the hypothesis test with a t-count *value* of $3,522 > 1.99$ and a significant value of $0.001 < 0.05$, then the H1 hypothesis is accepted and H0 is rejected, meaning that work motivation has a positive and partially significant effect on employee performance at SMK Negeri 1 Binjai.

The positive direction shows that work motivation can lead to an increase in employee performance, in other words when there is an increase in work motivation with indicators of physiological needs, the need for security, social needs or a sense of belonging and the need for self-esteem, then employee performance increases.

The results of this study are the same as the results of the study (Rahayu et al, 2024) and (Cahyono, 2019) which states that work motivation has a significant effect on employee performance. The results of the study are in accordance with the research objectives to find out whether Influential work motivation towards employee performance. The results of this study answer the problems related to low employee work motivation.



The Effect of Work Discipline on Employee Performance at SMK Negeri 1 Binjai

Based on the results of the study, researchers have found that work discipline has a positive and significant effect on employee performance. This can be seen from the hypothesis test with a t_{cal} value of $5.637 > t_{table}$ of 1.99 with a significant value of $0.000 < 0.05$, then the H2 hypothesis is accepted and H0 is rejected, meaning that work discipline has a positive and partially significant effect on employee performance.

The positive direction shows that work discipline can have an impact on improving employee performance, in other words when there is an increase in work discipline with indicators of attendance, compliance with regulations, adherence to work standards, a high level of vigilance and ethical work, then employee performance will increase. The results of this study are the same as the results of the study (Hasanah, 2020) which states that work discipline has a significant effect on employee performance. The results of the study are in accordance with the purpose of the research to find out whether work discipline affects employee performance. The results of this study answer problems related to employee work discipline that is still not good.

The Effect of Work Motivation and Work Discipline on Employee Performance at SMK Negeri 1 Binjai

Employee performance is one of the abilities, skills and work results shown by all employees in carrying out their obligations and responsibilities at work. Based on the results of the study, the value of F is calculated as 40.491 which is greater than 3.13 and the significant value of 0.000 is less than 0.05 so that it can be concluded that hypothesis 3 is accepted and hypothesis 0 is rejected so that it can be concluded that motivation and work discipline have a significant effect simultaneously on employee performance. The positive direction shows that every time there is an increase in motivation and work discipline, it leads to an increase in employee performance. The results of this study are in accordance with the purpose of the research carried out, which is to find out whether motivation and work discipline simultaneously have a positive and significant effect on employee performance. The results of this study have solved the problem of declining employee performance.

Conclusion

1. The test results for the leadership variable showed a calculated t -value of $3.522 > t_{table}$ of 1.99 with a significant value of $0.001 < 0.05$, then the H1 hypothesis was accepted and H0 was rejected, meaning that leadership had a positive and partially significant effect on employee performance.
2. The test results for the work motivation variable showed a t_{count} value of $5.637 > t_{table}$ of 1.99 with a significant value of $0.000 < 0.05$, then the H2 hypothesis was



accepted and H0 was rejected, meaning that discipline had a positive and partially significant effect on employee performance.

3. The results of the simultaneous test or F test prove that the value of F is calculated as 40.491 which is greater than 3.13 and the significant value of 0.000 is less than 0.05 so that it can be concluded that hypothesis 3 is accepted and hypothesis 0 is rejected so that it can be concluded that work motivation and work discipline have a significant simultaneous effect on employee performance.

Suggestion

Based on the lowest mean value in each research indicator, it is recommended for companies to evaluate, namely:

1. Schools must be able to increase teachers' work motivation by giving appreciation and appreciation for teachers' achievements and contributions. Holding award events or providing incentives for outstanding teachers. Provides opportunities to develop careers and take on leadership roles.
2. It is recommended to the school to improve the comfort of teachers in teaching by adding air conditioning so that the room is cool, repainting the classroom so that the working environment in the classroom is quite comfortable, adding internet facilities in the school and creating a good teacher's room.
3. Schools must reduce teachers' workload by balancing the number of hours Schools must be able to improve teacher performance by providing training and competency development programs that are in accordance with teachers' needs. Schools should encourage teacher participation in collaborative activities, such as community practice, discussion, and research.

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