



THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT INDO KREASI PERKASA, MAJALENGKA REGENCY

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Abstract. This research aims to determine the description of work discipline, work motivation and employee performance at PT. Indo Kreasi Perkasa Majalengka Regency and to determine whether there is an influence of work discipline and work motivation on employee performance at PT. Indo Kreasi Perkasa Majalengka Regency. This research uses descriptive and verification methods. This research data is primary data obtained through distributing questionnaires. The total population and sample for this research was 30 respondents. The sampling technique in this research used saturated samples. Data analysis in research uses multiple regression analysis with the help of the SPSS application. The results of this research show that the work discipline of PT employees. Indo Kreasi Perkasa Majalengka Regency has reached the lowest 60% of the expected criteria, employee work motivation of PT. Indo Kreasi Perkasa Majalengka Regency has achieved the lowest 60% of the expected criteria, employee performance of PT. Indo Kreasi Perkasa Majalengka Regency has achieved the lowest 60% of the expected criteria. Partially, work discipline and work motivation have a positive and significant effect on employee performance.

Keywords: Work Discipline; Work Motivation; Employee Performance.

1. Introduction

Budiyanto & Mochklas (2020:1) state that a company is a consciously coordinated social entity, with relatively identifiable boundaries, working continuously to achieve goals. Increasingly fierce competition requires companies to increase their competitiveness to maintain their survival (Silaen et al., 2021:29). Companies gather people, commonly referred to as employees or human resources, to carry out company activities. High-quality human resources are those with high competencies and skills that can advance the company (Arifin et al., 2019:22).

Employees are the most important element in determining the success or failure of a company (Budiyanto & Mochklas, 2020:2). Within a company, employees face many dynamics and work demands (Syardiansah & Rahman, 2022:150). Employees who are able to follow the dynamics and fulfill the work demands that have been set by the company are employees who will be successful in their work (Syardiansah & Rahman, 2022:150). To achieve organizational goals, employees are needed who meet the requirements in the company, and must also be able to carry out the tasks that have been determined by the company (Silaen et al., 2021:29).

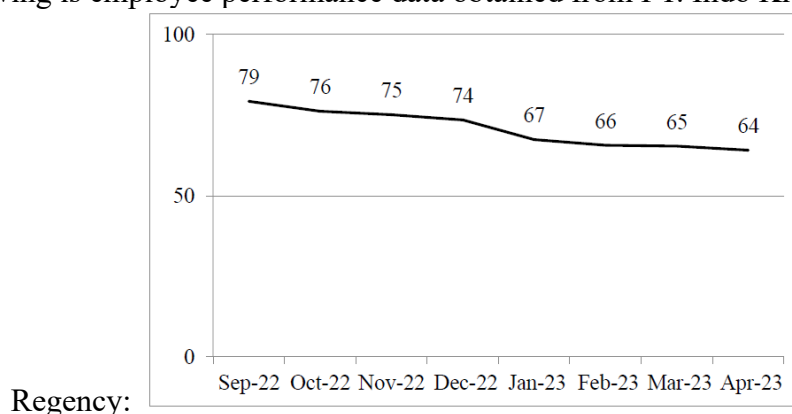
Silaen et al. (2021:29) also explain that every company will always strive to improve the performance of its employees in the hope that the organization's goals will be achieved. Pranata et al. (2022:203) state that employee performance is an important factor because the progress of an organization or company depends on the resources it has. Budiyanto & Mochklas (2020:6) state that employee performance is the work results in terms of quality and quantity achieved by an employee in carrying out their duties according to the responsibilities given to them.

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Pranata et al. (2022:203) state that employee performance is the result of work that has been done based on quality and quantity to achieve results in accordance with the tasks given by the company.

PT. Indo Kreasi Perkasa, Majalengka Regency, is a company engaged in the sale of building materials such as floor tiles, wall tiles, granite, and cement grout. It also offers other additional products such as water faucets, water towers, wall paint, iron wood paint, coating paint, sitting and squatting toilets, paint brushes, bathroom showers, and bathroom doors. The company was inaugurated on April 3, 2020, at Jl. Siliwangi Km. 7, RT. 001, RW. 00, Karyamukti Village, Panyingkiran District, Majalengka Regency, West Java, Indonesia 45459.

The following is employee performance data obtained from PT. Indo Kreasi Perkasa



Source: PT. Indo Kreasi Perkasa

Fig. 1. Average Employee Performance PT. Indo Kreasi Perkasa
September 2022-April 2023

Based on the graph above, it can be explained that the average performance of 30 employees of PT. Indo Kreasi Perkasa Majalengka Regency for the period September 2022-April 2023 decreased. In October 2022, the average performance of 30 employees of PT. Indo Kreasi Perkasa Majalengka Regency decreased by 4%. In November 2022, the average performance of 30 employees of PT. Indo Kreasi Perkasa Majalengka Regency decreased by 1%. In December 2022, the average performance of 30 employees of PT. Indo Kreasi Perkasa Majalengka Regency decreased by 2%. In January 2023, the average performance of 30 employees of PT. Indo Kreasi Perkasa Majalengka Regency decreased by 9%. In February 2023, the average performance of 30 employees of PT. Indo Kreasi Perkasa Majalengka Regency decreased by 3%. In March 2023, the average performance of 30 employees of PT. Indo Kreasi Perkasa, Majalengka Regency, experienced a 1% decline in performance. In April 2023, the average performance of 30 employees of PT. Indo Kreasi Perkasa, Majalengka Regency, experienced a 2% decline.

Several factors influence employee performance. Research conducted by Nuriyah et al. (2022:15) and Syardiansah & Rahman (2022:154) indicates that work discipline influences employee performance. Research conducted by Goni et al. (2021:330) indicates that work motivation influences employee performance. Research conducted by Pranata et al. (2022:204) indicates that both work discipline and work motivation influence employee performance.

Nuriyah et al. (2022:15) argue that companies often only demand that their human resources be the best and deliver superior results and quality, without addressing performance issues. However, there are aspects that can encourage good employee

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performance, such as work discipline within the company, to support the excellence of its human resources (Nuriyah et al., 2022:15).

Syardiansah & Rahman (2022:154) stated that: Work discipline has an important role in a company, because work discipline generally touches on a person's sense of responsibility in carrying out a job, encourages work enthusiasm and increases awareness of the regulations that apply within the company.

Table 1. Employee Absenteeism at PT Indo Kreasi Perkasa, September 2022–April 2023

No	Reason for Absence	Number of Employees
1	Permission	12
2	Leave	27
3	Absence Without Explanation	7

Source: PT. Indo Kreasi Perkasa (processed data)

Based on the table above, it can be seen that there are still employees of PT. Indo Kreasi Perkasa who are absent from work without any explanation or permission from the company. Based on the results of interviews with HRD PT. Indo Kreasi Perkasa Majalengka Regency, it was stated that work discipline still requires firmness both in terms of sanctions for employees who violate the rules or are less disciplined in carrying out their duties and responsibilities so that these employees can change for the better so that the company's goals can be achieved.

Goni et al. (2021:330) stated that to achieve optimal performance, work motivation is needed. Motivation is the key to a successful organization to maintain the continuity of work within the organization with strong means and assistance for survival (Goni et al., 2021:331). Motivation will supply energy to work or direct activities during work and cause an employee to know the existence of organizational goals that are relevant to their personal goals (Pranata et al., 2022:203). Ardiansyah et al. (2021:2454) stated that work motivation is a driver or motivator within a person to want to behave and work diligently and well in accordance with the tasks and obligations that have been given to him. Goni et al. (2021:330) stated that if work enthusiasm is high, all work will be more precise and completed quickly.

2. Method

The research method is crucial in any research because it facilitates researchers in improving the quality of their research. The method used by the author in this study is quantitative, collecting data in numerical form that can be categorized in a ranked order. The author uses verification and descriptive analysis.

According to Sugiyono (2019:118), verification is a research method that uses evidence to test the hypothesis of descriptive research results using statistical calculations to obtain evidence that indicates the hypothesis is rejected or accepted. In addition to the verification method, this study also uses descriptive methods.

According to Sugiyono (2020:29), descriptive methods are methods that function to describe or provide an overview of the object of study based on the data obtained. Descriptive research can utilize several methods such as surveys, observations, interviews, and case studies.

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The population and sample in this study are all employees of PT. Indo Kreasi Perkasa in Majalengka Regency. Based on the data obtained by the researcher, there are 30 employees of PT. Indo Kreasi Perkasa.

3. Results and Discussion

3.1 Results

The following are the results of the validity and realibility Testing, normality, correlation, and F and T hypothesis tests using SPSS software version 25.

3.1.1 Validity Testing

In this study, validity testing was conducted on 30 respondents. Decision-making was based on the calculated r (corrected item-total correlation) value $> r$ table of 0.374 for $df = 30 - 2 = 28$, with $\alpha = 0.05$, indicating that the questionnaire item is valid, and vice versa

Table 2. Work Discipline Validity Test Result

Item	r _{calculated}		r _{table 5%}	Description
Item 1	0,685	>	0,374	Valid
Item 2	0,721	>	0,374	Valid
Item 3	0,739	>	0,374	Valid
Item 4	0,648	>	0,374	Valid
Item 5	0,540	>	0,374	Valid

Source: Output SPSS, processed data.

Based on the table above, it can be seen that all statements for the work discipline variable can be declared valid because the calculated r value (Corrected Item-Total Correlation) $> r$ table is 0.374.

Based on the results of the validation calculations for the work motivation variable with 9 statement items, the following is true:

Table 3. Work Motivation Validity Test Results

Item	r _{calculated}		r _{table 5%}	Description
Item 1	0,473	>	0,374	Valid
Item 2	0,680	>	0,374	Valid
Item 3	0,823	>	0,374	Valid
Item 4	0,755	>	0,374	Valid
Item 5	0,789	>	0,374	Valid
Item 6	0,470	>	0,374	Valid
Item 7	0,433	>	0,374	Valid
Item 8	0,720	>	0,374	Valid
Item 9	0,720	>	0,374	Valid

Source: Output SPSS, processed data.

Based on table 3, it can be seen that all statements for the work motivation variable can be declared valid because the calculated r value (Corrected Item-Total Correlation) $> r$ table is 0.374.

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Based on the results of the calculation of the validity test of the employee performance variable with 19 statement items, the following is true:

Table 4. Employee Performance Validity Test Results

Item	r _{calculated}		r _{table 5%}	Description
Item 1	0,419	>	0,374	Valid
Item 2	0,541	>	0,374	Valid
Item 3	0,484	>	0,374	Valid
Item 4	0,506	>	0,374	Valid
Item 5	0,698	>	0,374	Valid
Item 6	0,514	>	0,374	Valid
Item 7	0,674	>	0,374	Valid
Item 8	0,684	>	0,374	Valid
Item 9	0,459	>	0,374	Valid
Item 10	0,496	>	0,374	Valid
Item 11	0,488	>	0,374	Valid
Item 12	0,618	>	0,374	Valid
Item 13	0,490	>	0,374	Valid
Item 14	0,548	>	0,374	Valid
Item 15	0,415	>	0,374	Valid
Item 16	0,469	>	0,374	Valid
Item 17	0,644	>	0,374	Valid
Item 18	0,380	>	0,374	Valid
Item 19	0,484	>	0,374	Valid

Source: Output SPSS, processed data.

Based on table 4 above, it can be seen that all statements for employee performance variables can be declared valid because the calculated r value (Corrected Item-Total Correlation) > r table is 0.374.

3.1.2 Reliability Test

The instrument reliability coefficient is intended to see the consistency of the answers to the statement items given by the respondents. The analysis tool uses the split-half method by correlating the total odd versus even scores, then the reliability is calculated using the "alphacronbach" formula. The calculation is carried out with the help of the SPSS computer program. The reliability for each outcome variable is presented in the following table:

Tabel 5. Reliability Test Results

Variable	Cronbach Alpa		Criteria	Description
Work Discipline	0,674	>	0,6	Reliable
Work Motivation	0,866	>	0,6	Reliable
Employee Performance	0,851	>	0,6	Reliable

Source: Output SPSS, processed data.

Based on Table 5, reliability tests were conducted on statement items declared valid. A variable is considered reliable if the responses to the statements are consistently consistent. Therefore, the reliability coefficients for the variables work discipline, work motivation, and employee performance were found to have Cronbach's alpha values greater than 0.600, indicating that all three variables were deemed reliable and met the requirements.

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3.1.3 Normality Test

Table 6. Normality Test Results

N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.63915053
Most Extreme Differences	Absolute	.071
	Positive	.071
	Negative	-.048
Test Statistic		.071
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Source: SPSS, 2024

The data in this study has been retested for normality and it can be stated that work discipline and work motivation towards employee performance are normally distributed, because the significance value obtained is 0.200 which is greater than 0.05.

Table 7. Recapitulation of Total Scores for Work Discipline Variable Answers

No.	Dimensions	Total Score	Ideal Score	%
1	Dimension of obedience to time rules	133	150	88,6
2	Dimension of compliance with company regulations	261	300	87
3	Dimension of compliance with rules of conduct at work	120	150	80
Total		514	600	85,6

Source: Output SPSS, processed data.

Based on the recapitulation table of the dimensions of work discipline, the results obtained show a very high influence of work discipline, namely 85.6%.

Table 8. Recapitulation of Total Scores for Work Motivation Variable Answers

No.	Dimension	Total Score	Ideal Score	%
1	Dimensions of physical needs	259	300	86,3
2	Dimensions of security and safety needs	221	300	73,6
3	Dimensions of social needs	220	300	73,3
4	Dimensions of esteem needs	107	150	71,3
5	Dimensions of self-actualization needs	107	150	71,3
Total		914	1200	76,1

Source: Output SPSS, processed data.

Based on the recapitulation table of the dimensions of work motivation, the results obtained show a high influence of work motivation, namely 76.1%.

Table 9. Recapitulation of Total Scores for Employee Performance Variable Answers

No.	Dimension	Total Score	Ideal Score	%
1	Dimensions of quality	527	600	87,8
2	Dimensions of quantity	353	450	78,4
3	Dimensions of timeliness	368	450	81,7
4	Dimensions of cost of effectiveness	380	450	84,4
5	Dimensions of need of supervision	364	450	80,8
6	Dimensions of interpersonal impact	384	450	85,3
Total		2376	2850	83,3

Source: Output SPSS, processed data.

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Based on the recapitulation table of dimensions of employee performance, the results obtained show a very high influence on employee performance, namely 83.3%.

3.1.4 Correlation Test

Table 10. Multiple Correlation Test Results

Model	R	RSquare	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.757	.573	.541	3.772	.573	18.094	2	27	.000

Source: Output SPSS, processed data.

The table above shows that the correlation coefficient for work discipline and work motivation simultaneously correlates with employee performance, which is 0.757. This indicates a strong influence. Meanwhile, the simultaneous contribution of work discipline and work motivation to employee performance is 57.3%, while the remaining 42.7% is determined by other variables.

3.1.5 Regression Test

Table 11. Multiple Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	32.078	8.167		3.928	.001
1 Work Discipline	1.469	.326	.598	4.508	.000
Work Motivation	.476	.204	.310	2.335	.027

Source: Output SPSS, processed data.

The multiple regression equation for work discipline and work motivation on employee performance is $y = 32.078 + 1.469X_1 + 0.476X_2$ which means, if work discipline and work motivation are zero, then employee performance will be constant at 32.078. If there is an increase in work discipline by 1, there will be an increase in employee performance by 1.469 and vice versa. If there is a work motivation of 1, there will be an increase in employee performance by 0.476 and vice versa.

3.1.6 Coefficient of Determination Test

Tabel 12. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.757 ^a	.573	.541	3.772

a. Predictors: (Constant), Work Discipline, Work Motivation

Source: Output SPSS, processed data.

Based on the table above, it is known that the magnitude of the relationship between work discipline and work motivation together on employee performance calculated using the correlation coefficient is 0.757, while the contribution or contribution of the work discipline and work motivation variables together on employee performance is 57.3%, while 42.7% is determined by other variables.

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3.1.7 Simultaneous F Test

Table 13. Simultaneous F-Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	514.741	2	257.370	18.094	.000 ^b
Residual	384.059	27	14.224		
Total	898.800	29			

Source: Output SPSS, processed data.

Based on the table, the F count is 18.094 while the F table at a significance level of 5%. $(df) = n - 1 - k = 30 - 1 - 2 = 27$ is 3.35 with a significance level of 0.000. So, the F count is greater than the F table, namely $18.094 > 3.35$ and the significance value is $0.000 < 0.05$, so H_0 is rejected and H_a is accepted so it can be concluded that work discipline and work motivation together have a significant effect on the performance of employees of PT. Indo Kreasi Perkasa, Majalengka Regency.

3.2 Discussion

3.2.1 Work Discipline of PT Indo Kreasi Perkasa

The results of the study showed that all respondents' responses to the work discipline variable were 85.6% of the ideal score. This indicates that the results of the study regarding work discipline were stated to be very high among employees at PT Indo Kreasi Perkasa. Soerjaminto & Hidayat (2023:23) stated that discipline itself is an attitude, behavior, or action that is in accordance with regulations, both written and unwritten.

Pranatha & Kurniawati (2023:15) state that work discipline is an individual's attitude and behavior that demonstrates obedience, compliance, loyalty, regularity, and orderliness to company or organizational regulations and applicable social norms. Soerjaminto & Hidayat (2023:23) state that discipline itself is an attitude, behavior, or action that complies with regulations, whether written or unwritten. Discipline is a conscious commitment to comply with existing regulations. Enforcing work discipline is crucial for a company. Discipline is a conscious commitment to comply with existing regulations (Soerjaminto & Hidayat, 2023:23). Enforcing discipline is something that must be implemented by a company, as it is tasked with implementing regulations that must be obeyed by all employees without exception (Soerjaminto & Hidayat, 2023:23).

3.2.2 Work Motivation of PT Indo Kreasi Perkasa

The results of the study showed that all respondents' responses to the work motivation variable were 76.6% of the ideal score. This indicates that work motivation is high among employees at PT Indo Kreasi Perkasa. Hafidzi et al. (2019:52) state that motivation is the driving force that creates a passion for work so that they are able to cooperate, work effectively, and with integrity, with all their efforts to achieve satisfaction.

Maruli (2020, p. 58) states that work motivation is anything that arises from a person's passion, by igniting passion and desire within a person that can influence, direct, and maintain behavior to achieve goals or desires consistent with the scope of work. Ferdinatus (2020, p. 3) states that work motivation must be built on a good personality or character, because work motivation based on flawed principles and reasons will result in personal and organizational losses. Hafidzi et al. (2019, p. 52) state that motivation is the

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driving force that creates a passion for work so that they are able to collaborate, work effectively, and with integrity, using all their efforts to achieve satisfaction.

3.2.3 Employee Performance at PT Indo Kreasi Perkasa

The research results showed that all respondents' responses to the employee performance variable were 83.3% above the ideal score. This indicates that employee performance at PT Indo Kreasi Perkasa is high. According to Afandi (2021:83), performance is the work results achieved by an individual or group of individuals within a company, in accordance with their respective authorities and responsibilities, in an effort to achieve company goals legally, legally, and ethically.

Mangkunegara (in Maryati 2021:9) performance (work achievement) is the work results in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Then according to Afandi (2021:83) performance or performance is the work results that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve company goals legally, not violating the law and not contrary to morals and ethics. Meanwhile, according to Sudaryo, et al. (2018:205) performance is a work result achieved by a person in carrying out the tasks of a work result achieved by a person in carrying out the tasks assigned to him and how much they can contribute to the organization.

3.2.4 The Influence of Work Discipline on the Performance of PT Indo Kreasi Employees

Based on a simple correlation analysis, the calculated r was 0.697, where the calculated r was greater than the r table (0.374) and a significance value of 0.000 was obtained, where the significance value was less than 0.05. It can be said that there is a significant relationship between work discipline and employee performance. The strength of the relationship between work discipline and employee performance is 0.697, which is between 0.60 - 0.799, which means that work discipline and employee performance have a strong relationship.

Based on the t test, the calculated t was 4.508 for the work discipline variable at the degree level (df) = $n - k = 30 - 2 = 28$ with a 5%, then the t table was 1.701 with a significance level of 0.05, because the calculated $t = 4.508 > 1.701$ and the significance value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, meaning that work discipline has a significant positive effect on employee performance.

3.2.5 The Influence of Work Motivation on the Performance of PT Indo Kreasi Employees

Based on a simple correlation analysis, the calculated r is 0.501 where the calculated r is greater than the r table (0.374) and a significance value of 0.023 is also obtained where the significance value is less than 0.05, so it can be said that there is a significant relationship between work motivation and employee performance. The strength of the relationship between work motivation and employee performance is 0.501 which is between 0.40 - 0.599 which means that work motivation and employee performance have a moderate relationship. Based on the t test, the calculated t is 2.335 for the work motivation variable at the degree level (df) = $n - k = 30 - 2 = 28$ with a 5%, then the t table is 1.701 with a significance level of 0.05, because the calculated $t = 2.335 > 1.701$ and

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the significance value of $0.027 < 0.05$ then H_0 is rejected and H_a is accepted meaning that work motivation has a significant positive effect on employee performance.

3.2.6 The Influence of Work Discipline and Work Motivation on Employee Performance at PT Indo Kreasi

Based on the multiple correlation analysis, it was found that the correlation coefficient of 0.757 indicates a strong correlation between work discipline and work motivation on employee performance. The simultaneous contribution of work discipline and work motivation to employee performance was 57.3%, while the remaining 42.7% was determined by other variables. The table above also obtained a probability value (sig. F Change) of 0.000, indicating a simultaneous relationship between work discipline and work motivation on employee performance.

The F test results obtained a calculated F of 18.094, while the F table at the 5% significance level ($df = n - 1 - k = 30 - 1 - 2 = 27$) was 3.35, with a significance level of 0.000. Then F_{count} is greater than F_{table} , namely $18.094 > 3.35$ and the significance value is $0.000 < 0.05$, so H_0 is rejected and H_a is accepted so that it can be concluded that work discipline and work motivation together have a significant effect on the performance of employees of PT. Indo Kreasi Perkasa, Majalengka Regency.

4. Conclusion and Recommendations

Based on the research findings on the influence of discipline and work motivation on employee performance at PT. Indo Kreasi Perkasa, Majalengka Regency, the following conclusions can be drawn:

1. Employee work discipline at PT. Indo Kreasi Perkasa, Majalengka Regency has expected criteria.
2. Employee motivation at PT. Indo Kreasi Perkasa, Majalengka Regency has expected criteria.
3. Employee performance at PT. Indo Kreasi Perkasa, Majalengka Regency has expected criteria.
4. Work discipline has a positive effect on employee performance at PT. Indo Kreasi Perkasa.
5. Work motivation has a positive effect on employee performance at PT. Indo Kreasi Perkasa.
6. Work discipline and work motivation have a positive effect on employee performance simultaneously at PT. Indo Kreasi perkasa.

Based on the research results and conclusions, the following recommendations can be made related to the title:

1. The leadership of PT. Indo Kreasi Perkasa, Majalengka Regency, can take firm action against employees who do not follow regulations or who violate them, such as being late or leaving early, by imposing sanctions on employees who violate the rules.
2. PT. Indo Kreasi Perkasa, Majalengka Regency, can improve the comfort of facilities used by employees, such as cupboards for storing bags and jackets, and parking areas for employees and customers that are shaded from sunlight.
3. PT. Indo Kreasi Perkasa, Majalengka Regency, can also improve the non-physical work environment, such as providing adequate compensation, a comfortable working atmosphere, and so on.

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4. PT. Indo Kreasi Perkasa, Majalengka Regency, can motivate and encourage employees to demonstrate a high level of initiative in carrying out their work.

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