

**THE INFLUENCE OF WORK MOTIVATION AND DISCIPLINE ON THE
PERFORMANCE OF MAKASSAR CITY EDUCATION OFFICE EMPLOYEES****Ulfa Ramadhani¹⁾, Muhammad Rusydi²⁾, Alfian Rendra Anggoro³⁾**Management Study Program, Faculty Economics and Bussiness, Universitas Muhammadiyah Makassar,
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ulfaramadhani798@gmail.com¹⁾, rusydi@unismuh.ac.id²⁾, rendraanggoro@unismuh.ac.id³⁾**Abstract**

This research aims to determine the influence of work motivation and discipline on employee performance at the Makassar City Education Office. This research uses a quantitative type of research, where the sample in this research is employees who work in the Education office. Based on the results of the t-test, it can be concluded that motivation variables have a positive influence on employee performance. This finding was revealed through a comparison between tcount and ttable ($3.123 > 1.674$) and a significance value of $0.003 < 0.05$. Therefore, it can be stated that motivation (X1) has a positive influence on employee performance. Based on the t-test analysis, it is concluded that the work discipline variable has a positive influence on employee performance. This image initer fact is based on a comparison of tcount which is higher than ttable ($7.946 > 1.674$) and a significance value of $0.000 < 0.05$. Therefore, it can be agreed that work discipline (X2) has a positive impact on employee performance. The results of this research show that motivation has a positive and significant effect on employee performance. This means that due to work motivation, employees at the Makassar City Education Office are motivated to work because there is a need in life that must be met. The results of this research show that discipline has a positive and significant effect on employee performance. This can be interpreted that the higher the employee's work discipline which includes the employee's presence on time, working at the time specified according to the work schedule, the employee's performance level will increase.

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

Human resources are a form of capital and play an important role in the success of a company or agency. Humans are the driving force and determinant of the running of an organization or agency. Because of the importance of the human element in carrying out a job, it is necessary to get attention from the leadership. Employees are an important factor in every organization in achieving organizational or company goals effectively and efficiently. An organization not only expects employees who are capable, capable and skilled, but most importantly they are willing to work hard and have the desire to achieve maximum work results.

Human Resources Management (HR) is the science and art of managing employee roles and relationships to effectively and efficiently achieve company, employee, and goals public. (Hasibuan, 2017). performance is a difficult skill and very important from a supervisor. It can be concluded that performance is carrying out activities function in accordance with their responsibilities and have skills which is difficult and very important (W Enny 2019).

motivation is a Situation motivating employees to achieve their goals, namely motivation can be said to be the energy that creates motivation itself (Mangkunegara 2017). Work discipline is the attitude of a person's willingness and readiness to obey and comply with the regulatory norms that apply around him (Ramon 2019).

Human resource management is a field of management that focuses on the staffing function in the management process. Staffing activities include determining the qualifications of prospective workers, recruiting, selecting candidates, organizing training and development, conducting performance evaluations, and providing compensation to workers. Human resource management is often also referred to as human resource management (HRM) and personnel management. A company or organization in carrying out its activities requires human resources who have capacity in a field. Human resources as the implementation of the organization's vision and mission must be selected well.

An important factor in the success of an organization is the presence of employees who are capable and skilled and have high work enthusiasm, so that satisfactory work results can be expected. In reality, not all employees have the abilities, skills and work enthusiasm in accordance with the organization's expectations.

An employee who has abilities in accordance with the organization's expectations, sometimes does not have high work enthusiasm so that his performance does not match what is expected. Employee performance is the level of achievement or results of a person's work from the targets that must be achieved or tasks that must be achieved or tasks that must be carried out in accordance with respective responsibilities within a certain period of time. Motivation is one of the factors that can support the achievement of maximum performance, because motivation is a person's internal state that activates and directs his behavior towards certain targets.

According to Mangkunegara, (2010) employee performance is the result of work in terms of quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given to them. In line with this opinion, employees in every organization are required to carry out their work duties with full responsibility in accordance with the Standard Operating Procedures (SOP) set by the organization, so that the quality and quantity achieved by employees in carrying out their duties will influence the resulting level of performance. Employees who are able to carry out their duties optimally will generally produce good performance. Employee performance can be influenced by many factors.

Motivation is the provision of driving force that creates enthusiasm for a person's work so that they want to cooperate, work effectively, and integrate all their efforts to achieve satisfaction. Motivation is what causes, channels and supports behavior, so that you work diligently and enthusiastically to achieve optimal results.

Good discipline reflects a person's sense of responsibility for the tasks assigned to him. With high work discipline, employees will be able to achieve maximum work effectiveness, including time discipline. Regulations are very necessary to provide guidance and counseling for employees in creating good rules and regulations in companies/agencies where with good rules, employee morale, work morale, efficiency and effectiveness will increase. The success of an office can also be seen from its ability to improve office performance, which can be achieved depending on employee performance.

Performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time. Performance is the result of certain planned work processes at the time and place of the employee and organization concerned.

RESEARCH METHODS

The type of research that will be used in this research is a descriptive method using a quantitative approach. Quantitative descriptive research is research that describes a subject or object at the present time without relying on actual conditions or based on existing facts. This method is called a quantitative method because the research data is in the form of numbers and analysis uses statistics (Sugiyono, 2018). Population is all objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2018). In this research, the population will be all employees who work at the Makassar City Education Office, totaling 51 people. A sample is a part of a population that is believed to represent the characteristics of the population as a whole. The researcher's sample was employees who worked at the Makassar City Education Office. Determining the sample size in this research is to use a saturated sample, namely the population size is the same as the sample size, namely 51 people. Data collection is a strategic and important step in research activities. This is due to obtaining objective and valid data in research. To obtain the data and information needed in this research, the data collection techniques used by researchers are as follows:

RESULTS AND DISCUSSION

1. Respondent Characteristics

Table 1.1 Respondent Characteristics

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	22	42.3	42.3	42.3
Perempuan	30	57.7	57.7	100.0
Total	52	100.0	100.0	

Primary data sources processed 2023

Based on the data on the characteristics of respondents based on gender in the table above, the largest number of respondents were female respondents, namely 30 people or 57.7%. Meanwhile, the lowest number of respondents were male respondents, namely 21 people or 42.3%. So it can be concluded that the majority of Sharia bank customers who use the Mobile Banking application are female.

2. Data Quality Test

a. Validity Test

Table 2. Validity Test

Variabel	Statement	r count	r table	Information
Motivation	XI.1	0,877	0,2681	Valid
	X1.2	0,815		Valid
	X1.3	0,865		Valid
	X1.4	0,911		Valid
	X1.5	0,899		Valid
	X1.6	0,883		Valid
	X1.7	0,878		Valid
	X1.8	0,859		Valid
	X1.9	0,890		Valid
Work Discipline	X2.1	0,933	0,2681	Valid
	X2.2	0,898		Valid
	X2.3	0,953		Valid
	X2.4	0,932		Valid
	X2.5	0,945		Valid
	X2.6	0,925		Valid
	X2.7	0,942		Valid
	X2.8	0,914		Valid
	X2.9	0,917		Valid
Employee discipline	Y1	0,901	0,2681	Valid
	Y2	0,904		Valid
	Y3	0,900		Valid
	Y4	0,893		Valid
	Y5	0,872		Valid
	Y6	0,860		Valid
	Y7	0,939		Valid
	Y8	0,888		Valid

data source : IBM SPSS Statistic 24

b. Reability test

Tabel 3 Hasil Uji Realibilitas

No.	Variabel	Cronbach Alpha	Information
1	X ¹	0,986	Reliabel
2	X ²	0,961	Reliabel
3	Y	0,980	Reliabel

The Cronbach's alpha value in table 4.4 shows that the variables of motivation, work discipline and employee performance are > 0.60 , so it can be concluded that using a questionnaire in applying these variables can be said to be reliable or trustworthy as a benchmark variable.

3. Simple Linear Regression Analysis

Table 4. Simple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.225	.855		3.772	.000
X1	-.065	.043	-.396	-1.497	.141
X2	.024	.042	.156	.588	.559

This table shows that the variables analyzed in this study have met the requirements. It can be seen in table 4.6 above that the significant probability score for each variable is greater than 0.05 (5%) overall. Therefore, it can be concluded that there were no symptoms of heteroscedasticity in this study.

Table 5. Coefficient of Determination Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.947 ^a	.897	.893	2.281

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

The coefficient of determination test results in the table above show an R Square value of 0.897 or equal to 89.7%. This shows that 89.7% of employee performance can be influenced by motivation and work discipline variables. The remaining 10.3% is influenced by other variables not examined in this research.

CONCLUSION

1. Motivation has a positive and significant effect on employee performance at the Makassar City Education Office. This means that if the motivation provided goes well so that employees can be motivated, the employee's performance will be better.
2. Work discipline has a positive and significant effect on employee performance at the Makassar City Education Office. This means that if discipline is well established it will improve employee performance.

- Motivation and work discipline simultaneously have a positive and significant effect on employee performance at the Makassar City Education Office. This means that if motivation and work discipline simultaneously have a positive and significant effect, it will improve employee performance.

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