

The Influence of Motivation, Discipline and Commitment to Performance of Petra Christian School Employee

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Abstract

This research aims to determine the influence of motivation, discipline, and commitment to performance. This parametric statistic research method uses a quantitative design of multiple linear regression analyses which later processing of its data is processed using SPSS programs. The number of samples to be respondents was 50 respondents. The object of this research is the employee of CHRISTIAN ELEMENTARY PETRA. The result showed that motivation, discipline, commitment has a partial influence on performance. This is evidenced by the result of the partial test or (T-Test) showing the influence of motivation, discipline, and commitment, positive and significant effect on performance. And also have a simultaneous influence. It is evidenced from the result (test F) motivation, discipline, and commitment to jointly affect performance.

Keywords: Motivation, Discipline, Commitment, Performance.

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INTRODUCTION

The employee is the human resource that the most needed and give an influence to a company to be success. Even though there are many facilities provided, but if there is no the human resource in a company, it not easy to that company will be wider or has improvement soon. Yayasan Internusa Peduli by PETRA CHRISTIAN SCHOOL, has been started the school activities since 2009. As far as the time goes by, many people around the school location need education higher than before. In fact there is also less of people support it. To control of this condition Yayasan Petra Internusa Peduli do some social activities and caring each other around the area of the school.

Related with there is optimal employee performance yet, motivation is one of the tool for every employee so that they will do something or action. They will do something optimal if they have high self-motivation. Beside the motivation, one of the important thing is employee discipline. Many employee was absent, they come lately and back home earlier than the working hour. The commitment, the company commitment to the employee and the other hand the

commitment of the employee to the company has needed to create a professional works situation.

The problems categories of this research

- Is there work motivation has influence to the employee work in PETRA CHRISTIAN SCHOOL?
- Is there the discipline has influence to the employee work in PETRA CHRISTIAN SCHOOL?
- Is there commitment as influence to the employee work in PETRA CHRISTIAN SCHOOL?

Literature review and theory

Based on Widodo [1] motivation is power in the human inside that supports their character to do something. Motivation will make an employee to get more achievement and more creative in working, than for company, motivation of an employee has effect to rise up others employee passion in their duty to reach the company's goals.

Based on Hasibuan [2], discipline is a success key in one company to reach the goals. Discipline is an

important function in one organization because if the discipline of employee is going better, then the achievement will be higher too.

Organizational commitment is the most important, to make the members in the organization stand still in a long time and keep the enthusiasm to reach the goals. Robbins and Judge [3] have definition that organization commitment as a condition that the

employee takes sides to the company and their goals, and also stand on the company.

Based on Mangkunegara [4] the performance means the result of working an employee in quality and quantity from their job and responsibility. Based on Fahmi [5] the performance means, the result that has been reached by an organization which is profit oriented and non-profit oriented in the period.

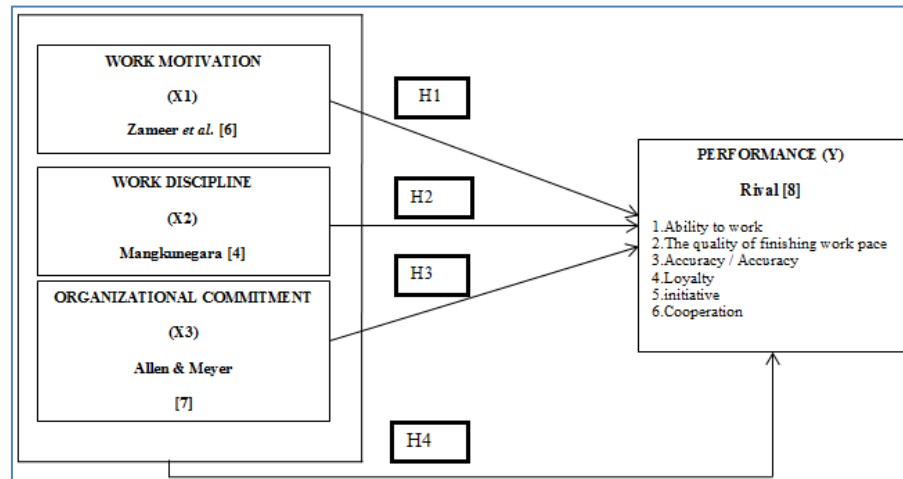


Fig-1: Framework for Thinking

Based on that theory, the hypothesis is

H1: Work Motivation has influence to the Employee Performance

H2: Work Discipline has influence to the Employee Performance

H3: Organization Commitment has influence to the Employee Performance

H4: Work Motivation, Work Discipline and Organization Commitment has influence

Simultaneous or jointly to the Employee Performance

THE METHOD

Kind and Data Resource

The kind of the data is used in this research is below:

Primer data is data was collected by the researcher directly from the data resource. Primer data also called the real data or new data that has characteristic *up to date*. To get the primer data, the researcher should collect directly. In this research, the researcher uses the primer data from questioners of the employee in Petra Christian School.

Secondary data is data was collected by researcher from many resources. Secondary data can be provided from books, journals and others publication.

Variable Measurement is a tool to measure that used to quantify information is given by respondent if they have to answer the statement that formulated in questioner [9]. In this research, the measurement scale

is used by the researcher is *likert*. Likert scale is a method that used to measure attitude, opinion and perception of a person or group about the social phenomenon [10].

Population and Sample

Based on Sugiyono [10], population is generalization area that consist of object or subject that have quality and certain characteristic, it is settled by researcher to study and to get the conclusion finally. So, population is not only about people, but also object and the other things. Population also not about number in the object or subject of the research, but also included all characteristic or character on the object or subject. In this research, the population is all the employee of PETRA CHRISTIAN SCHOOL, there is 50 employees. The data will be used as the basic number of the researcher population. Sample based on Sugiyono [10] is a part of number or characteristic of population. Census basically is a *survey* research whereares the researcher takes all population as respondents. The number of respondent is taken as sample is all PETRA CHRISTIAN SCHOOL employees. As much as 50 respondents to be a population.

Data Analysis Method

In this research uses analysis path method that used in Descriptive Statistic Analysis Method (Mean, Median, Modus) Validity Test, Reliability Test, Requirement Analysis Test (Classic Analysis Test): (Normality Test, Homogeneity Test, Linearity Test, Multicollinearity Test, Heteroscedasticity), Inferential

Statistic Test (Hypothesis Test), Determination Coefficient Test (R^2), Dimension Analysis or Correlation Matrix.

DESCRIPTION OF RESULT

Analysis Descriptive

Statistic descriptive Motivation variable has minimum value is 1.250, the maximum value is 4.750, Mean is 3.392, and Deviation Std. value is 0.807. In Discipline Variable has minimum value is 1.583, maximum value is 4.750, Mean is 3.536 and Deviation Std. value is 0.677. In Compensation Variable has minimum value is 1.785, maximum value 4.750, Mean is 3.641, and Deviation Std. value is 0.703. In the Employee Performance has minimum value is 1.272, maximum value is 4.636, Mean is 3.407, and Deviation Std. value is 0.818.

Hypothesis Test

Validity Test and Reliability: Validity test has done with used correlation formula *product moment* r hitung, was obtained from output result, the next step is the value is compared with value r tabel (0,195), the result of all dimension motivation, discipline, commitment, and the employee performance. Reliability test has done by the see Cronbach alpha value > 0.60 , finally the result of the research is called reliable and can be used to the next test.

Determination Coefficient: the result of output regression statistic determination coefficient (R^2) is 0,773. It means that the influence of Motivation, Discipline and Commitment variable to the Performance is 77.3 %. While the rest of it is 22.7% has influenced by the other variable beside of this research.

Partial Test

There is value of compensation variable value is 4.356. the value of t table ($df=n-k-1=45$) is (2.021). It will get t hitung $>$ t table or $4.356 > 1.679$ and significant value ($0,000 < 0,05$). The conclusion of Motivation variable (X_1) in partial influences positive and significant to the Performance (Y).

There is t hitung value of Discipline variable (X_2) is $2.687 < 1.679$ and significant value ($0,010 < 0,05$). The conclusion of work motivation (X_2) in partial influences positive and significant to the Performance (Y).

There is t hitung value of commitment variable (X_3) is $2.874 < 1.679$ and significant value ($0,006 < 0,05$). The conclusion is the commitment variable (X_3) in partial influences positive and significant to the Performance (Y).

Motivation influences to the Performance of the Employee

Based on partial test has value t hitung $>$ t table and significant value above 0.05, the conclusion is motivation influences positive and significant to the performance of the employee. It suitable with the research of Yuwinta Tresia 2017, the influences of work Motivation, work Discipline and Compensation to the Performance of the employee (case study in PT.IE). Motivation has influence to the Performance of the Employee

Discipline influences to the Performance of the Employee

Based on partial test has value t hitung $>$ t table and significant value above 0.05, the conclusion is discipline influences positive and significant to the performance of the employee. It suitable with the research of Jani George Ginting 2017, Motivation influences, Discipline and Emotional Quotation to the Performance of SMA Santo' teachers, has positive influence of work motivation, work discipline to the performance.

Commitment Organization influences to the Performance of the Employee

Based on partial test has value t hitung $>$ t table and significant value above 0.05, the conclusion is discipline influences positive and significant to the performance of the employee. It suitable with the research of Dally Sukmawati 2017, Motivation influences, Discipline and Compensation to the performance of the employee is going better. Work motivation, work discipline and compensation give a good opportunity to get an improvement of the employee performance.

Motivation influences, Discipline, Organization Commitment to the Performance of the Employee

Based on simultant test (F) the value of f hitung $>$ f table and significant value above 0.05 has known that motivation, discipline, organization commitment has positive influences and significant to the performance of the employee. It suitable with the research of Cristian Katiandaghom Silvy L.Mandey Lisbeth Mananake [6]. The result of the research shows simultaneous of work discipline, leadership influences significant to the performance of the employee. And also suitable with the research of Yohanis Salutondok Agus Supandi Soegoto [11], the result of the research showed that leadership, motivation, work condition and discipline simultaneous positive influence and significant to the performance of the employee.

CONCLUSION

The result of hypothesis test is proven that motivation, work discipline and organization commitment in separately or in group has positive

influences to the performance of the employee in PETRA CHRISTIAN SCHOOL, consist of:

- Motivation significant influences to the performance of the employee in PETRA CHRISTIAN SCHOOL. Extrinsic motivation dimension is the most dominant to the performance of the employee. So that, if the employee motivation is increasing by the promotion needed, appreciation, the good benefit there are also performance of the employee is going up.
- Work discipline significant influences to the performance of the employee in PETRA CHRISTIAN SCHOOL. Preventive discipline dimension is the most dominant to the performance of the employee. If work dimension, on time to arrive at school, good in working and obey with the rules are increasing individually, so the performance of the employee will increase directly in PETRA CHRISTIAN SCHOOL.
- Organization Commitment significant influences to the performance of the employee in PETRA CHRISTIAN SCHOOL. Responsibility dimension to the job is the most dominant influence to the performance of the employee. If the employee has a good commitment in working, doing the job and good to obey the rules in fact the employee can be increase the performance better than before.
- Motivation variable, work discipline and organization commitment jointly influences significant to the performance of the employee in PETRA CHRISTIAN SCHOOL. The conclusion of the result is motivation, work discipline and organization commitment in PETRA CHRISTIAN SCHOOL is the other variables did not researched yet has impact too. It means that motivation, work discipline and organization commitment are jointly to create an employee that have a good performance to the company.

Suggestions

Based on the conclusion in the research, the writer gives some suggestion below:

- The result of this research shows that a dimension to be attract is extrinsic dimension. To management division can be maintain and improve the company rules that able to motivate the employee to do better in working, such as in salary, work condition, work safety, work level status and supervision.
- This result of the research shows that discipline especially in preventive discipline dimension needed to improve, special about the attendance of the employee. The management should apply the

rules assertively. There are punishment for the employee who come lately, absent or without any reason.

- The result of this research shows that organization commitment has positive influences to the performance of the employee in PETRA CHRISTIAN SCHOOL, the company has strategy to improve knowledge of the employee about the organization commitment to support the goals of vision and mission of the company.
- For the researcher, in the next step should be able to see things that related to the performance of the employee in PETRA CHRISTIAN SCHOOL, suggestion to use others variable that possible to used as comparing with the result of this research and the theory.

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