Employee Performance and The Influence Of Motivation, Discipline, And Loyalty

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Abstract. Finding out what effect motivational, disciplined, and loyal attitudes have on employee performance when used in the workplace was one of the authors' research objectives. The study was conducted at the Makassar Regional Office of the Ministry of Social Affairs, which had 52 persons working there. Research of this kind was quantitative. The major data used are responses obtained from delivering surveys to respondents, which were collected through observation and questionnaires. Multiple linear regression is the test type used. In the past, several research tests were conducted, such as instrument tests composed of validity and reliability tests. The Effects of Loyalty, Motivation, and Rules on Employee Performance.

Keywords Motivation, Discipline, Loyalty Employee

1. INTRODUCTION

The organization also makes an effort to reward the hard work of its staff by providing incentives. Incentives provided by a corporation to its employees give them optimism that they can meet all of their demands and that employee welfare may be promptly accomplished, so this approach might be acceptable. Remember that the environment is the primary factor that has a sizable enough impact on an institution. A workplace that provides enough support for employees to perform at their best will increase the likelihood that the agency's predetermined goal will be easily attained.

A reward from an organization is vital for encouraging individuals to improve the quality of their work and to take greater responsibility for team projects. An institution's employee rewards must be sufficient and equitable. An organization is also not permitted to provide its employees with prizes based on whether they like them or not. This is because
doing so will lead to social jealousy among the recipients of the gift. This move will lead to a strained working relationship, which will lower employee performance.

2. ANALYZE REFERENCES

The embodiment of time duty to finish current work can serve as an example of the high level of staff discipline. This circumstance can raise spirits and make it easier for an institution to accomplish goals that have been set. As stated by Hasibuan (2016, p. 193) perspective In the field of HRM, discipline is essential since a change in attitude is followed by an increase in productivity. Discipline is a type of voluntary attitude from an employee to comply with all the rules set by the agency in order to pay attention to all employees of an agency so that it can be carried out by all employees, ok with initiative alone or with insistence. If there is no good sense of discipline, then it is very difficult for an agency to maximize its achievements.

According to Hasibuan (2021:210), a variety of social positions and individuals use their time and thoughts in order to achieve an agency's stated aims. While Suhendi (2017:252) claims that an employee's dedication to a company demonstrates their devotion to that company. Commitment This may be created using a positive aspect from either a business or an individual.

2.1 Frame Of Mind

Which results are displayed are:

- H1: Employee performance is indeed impacted by motivation (X1).
- H2: Employee performance is indeed impacted by discipline (X2)
- H3: Actual employee performance and loyalty (X3)
3. MODEL STUDY

The Regional Office of the Ministry of Social Makassar, where the research is being conducted, is home to 52 persons who are all employed by the Office of the Ministry of Social Affairs Macassar. Amount made as well as a sample. quantitative investigation that includes type writing and data collection through observation and a questionnaire. Data that is used for further processing includes one that is primarily characteristic since it is collected through the distribution of questionnaires to respondents. Secondary data of this kind is gathered from third parties or literature that is relevant to the study question. The test makes use of multiple linear regressions and starts with instrument validation and reliability testing before moving on to evaluate classical hypotheses, which sequentially range from normality through heteroscedasticity to multicollinearity. The t test is the final test that will demonstrate the existence of the independent factors' influence on the dependent variable. 98 (Ghozali, 2018). The results of the effect test of all independent variables on changes in the dependent variable are obtained, and the f test is then used (Ghozali, 2018: 98). In order for the level of the independent variable to have a known variable bound, determination testing is also used (Ghozali, 2018).

4. ASSESSMENT & RESULTS

4.1 A Test Of The Hypothesis

Simultaneous Test F

![Table 3: Uji F Simultan ANOVA](image)

The tests that have been run reveal a sig value of 0.000 0.05 with a computed f value (30.956) > f table 2.77, indicating that all X variables concurrently have a significant and positive on variable (Y) in Office Ministry Social Region Macassar.
T Test, Partial

<table>
<thead>
<tr>
<th>Coefficientsa</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>2.242</td>
<td>2.005</td>
</tr>
<tr>
<td>Std. Error</td>
<td>.050</td>
<td>.114</td>
</tr>
<tr>
<td>Motivasi (X1)</td>
<td>.243</td>
<td>.114</td>
</tr>
<tr>
<td>Disiplin (X2)</td>
<td>.237</td>
<td>.098</td>
</tr>
<tr>
<td>Loyalitas (X3)</td>
<td>.448</td>
<td>.096</td>
</tr>
</tbody>
</table>

Sumber: SPSS 26 (2023)

The results of the t test show that the sig values for the following variables are as follows: motivational variable (X1) = sig 0.38 0.05 with t count (2.127) > t table (2.003); discipline (X2) = sig 0.019 0.05 with t count (2.409) > t table (2.003); and loyalty variable (X3) = 0.000 0.05 with t count (4.672) > t table (2.003). That is, each of the supplied X variables has a sizable and favorable impact on the changes in Y variables.

Test Double Regression Linear

Y = 2,242 + 0.243x1 + 0.237x2 + 0.448x3 + e, built model regression linear double based on test results.

These are, with equal justification:

a. Positive constant value of 2.242 indicates a parallel influence of variable X over variable Y. Since all X variables are fixed at 0%, the Y variable, or 2,242, is also unchanged.

b. The regression coefficient value for (X1) is 0.243, indicating that a rise in (X1) of 1% will be followed by an increase in (Y) of 0.243 with variable (X), which will increase by another 0.243.

c. The regression value (X2) = 0.237 is found, indicating that a 1% increase in (X2) will be followed by an increase in (Y) of 0.237% with variable (X), which is still another factor.

d. The obtained mark regression (X3) = 0.448 indicates that the variable (Y) will grow by 0.448 with the variable (X), which is still, after (X3) by 1%.
Testing Results (R²)

The value of $R^2 = 0.624$ (62.4%) in the table above indicates the number of ability variables (X) in explain influence on change variable (Y), and 37.6% the remainder influenced by variable (X). Which No comprised

5. DISCUSSION

5.1 Motivating Employees To Perform Well

The Makassar Region Office of the Ministry of Social Affairs has adopted a good enough stated motivation. Because it can enhance employee performance, motivation must be maintained. In order for the firm and the employee to operate in harmony, the leader must never stop moving forward. Workplace motivation is crucial for assisting employees in carrying out their responsibilities effectively and producing the best results possible for the business.

5.2 Influencing A Worker's Performance Through Discipline

The test's "Discipline (X2) Has a Significant Effect Which Positive to Performance Employee (Y)" sig value is significant. Rejection on H0 and occurrence That is consistent with Friend Suwanto (2019), which shows positive attitude discipline about performance change.

There is discipline in the working environment. Every employee or employee needs to have a disciplined work attitude since it demonstrates consistency in performance and good performance achievement. Employee performance may suffer as a result, or perhaps there is an issue in the Office Ministry Social Region Macassar.
5.3 Influence Employee Loyalty to Performance

"Loyalty (X3) has a significant effect and positive on the performance of employees (Y) of the Ministry of Social Affairs for the Makassar Region," the test's significant sig value reads. In order for these results to be congruent with those of Fatriani Widayati, Happy Fitria, and Yessi Fitriani (2020), who contend that job loyalty has a substantial impact on performance Teacher, there was a rejection for H0 and acceptance of Ha.

Employees with a high level of loyalty will always be truthful and pleased to do any responsibilities assigned to them. An employee who is less committed to the organization, though, won't feel at ease working there. Employers must be able to keep their workers' loyalty by providing better HR and working conditions.

6. BOTTOM LINE & RECOMMENDATION

Conclusion

Study This employing this sort of quantitative research, with a population of 52 persons, which is the entirety of the staff Office Ministry Social Macassar, may be concluded based on the results of the study which already held. Amount made as well as a representative research. According to the partial t test results table, the independent variables positively contribute to changes in the dependent variable. The F test, on the other hand, demonstrates that motivation (X1), discipline (X2), and loyalty (X3) all work in concert to significantly and favorably influence performance employee (Y) at Office Ministry Social Region Macassar.

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