

The Effect of Discipline and Motivation on Employee Performance in Micro Small Medium Enterprises (MSMES) Songket Weaving Crafts Aina Silungkang Kota Lunto's Sawah

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ABSTRACT

This study aims to determine the effect of discipline and motivation on the performance of employees of Micro, Small and Medium Enterprises (MSMEs) in Aina Silungkang Songket Weaving Crafts, Sawah Lunto City, with a sample of 40 respondents who were examined using quantitative methods. Based on the results of statistical analysis, it can be interpreted that Discipline partially has a significant effect on Employee Performance, this is evidenced by the t test with a significant value of $t_{count} 4.332 > t_{table} 2.026$ in the significance level value, $0.000 < 0.05$. So it can be interpreted that the development of Discipline has a significant effect on Employee Performance. Based on the results of statistical analysis, it can be concluded that motivation partially has a significant effect on the performance of employees of Micro, Small and Medium Enterprises (MSMEs) in Aina Silungkang Songket Weaving Crafts, Sawah Lunto City. This is evidenced by the T test with a significant value of $t_{count} 4.588 > t_{table} 2.026$ and a significance level value of $0.000 < 0.05$. So it can be concluded that motivation has a significant effect on employee performance. Simultaneously Discipline and Motivation have a significant effect on Employee Performance of Micro, Small and Medium Enterprises (MSMEs) of Aina Silungkang Songket Weaving Crafts, Sawah Lunto City. This is proven by using the F test with a significant value of $f_{count} 23.934 > f_{table} 3.25$ and the resulting significant value is 0.000 and this value is much smaller than a (0.05) . This can also be seen from the R Square value obtained 0.564 or 56.4% and the remaining 43.6% is influenced by other variables not included in this study.

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1. INTRODUCTION

Employee performance is influenced by various factors, including work discipline. Work discipline is a tool used by company management to communicate with employees so that they are willing to change behavior and as an effort to increase awareness and applicable social norms. Symptoms of problems that arise in companies related to employee performance are that there are still problems where some employees are late in carrying out tasks that have been given by the leadership so that other work is delayed. Then there are several employees who are not in the work room during working hours, and there are still some employees who are late and employees do not come to work, and there are still some employees who lack discipline regarding working time, such as there are still employees who use working time for business purposes. the employee himself, such as not being in

the workroom during working hours and usually the employee is in the company canteen or doing activities outside of office work, (Hasibuan & Silvya, 2019).

To improve employee performance, high employee motivation is also needed. Motivation gives a person a reason to work well in accordance with predetermined procedures, standards and targets. Motivation is a person's drive to work, for example a large salary, supportive leadership, adequate work facilities, a comfortable work environment and pleasant co-workers and so on. Motivation is very important in improving employee performance. Psychologically, it shows that an employee's inner drive and enthusiasm in carrying out their work is greatly influenced by the motivation that drives them. In a measurable and planned manner, motivation is the provision of driving force that creates a person's enthusiasm for work, so that they are willing to work together and work effectively in an integrated manner with all their efforts to achieve job satisfaction, (Indriyani, 2021).

Micro, Small and Medium Enterprises (UMKM) Aina Silungkang Songket Weaving is one of the Micro, Small and Medium Enterprises (UMKM) located on Jalan Lintas Sumatra, Silungkang Tigo Village, Silungkang District, Sawahlunto City, West Sumatra. This Micro, Small and Medium Enterprise (MSME) is engaged in songket production and trading in various kinds of songket products and various other knick-knacks which are distributed not only in Silungkang but also outside the West Sumatra area. The Songket Silungkang Aina Micro, Small and Medium Enterprise (MSME) has 40 employees.

Observation data shows that employee discipline is still low in terms of permit procedures and application of late sanctions. Then, leadership supervision in evaluating attendance is not carried out routinely. This shows that employee discipline is low not only because of the employees themselves, but the weak role of leadership causes gaps or opportunities for lack of discipline. If left unchecked, this situation can reduce the level of work productivity and performance, which then has an impact on performance at Tenun Songket Aina Silungkang. .

Regarding motivation, Weaving Songket Aina Silungkang realized that there had been no other efforts other than those determined by the leadership. This means that the current motivation may not be able to encourage employee morale to the maximum, however, employees still have to work well. This condition has unfavorable consequences, for example the target is not achieved or there are lots of complaints from. This is proof that there is a need to strengthen employee discipline and work motivation.

2. RESEARCH METHOD

Based on the problem formulation and research objectives that have been stated, the type of research used in this research is quantitative research. The object of this quantitative research method is to see the influence of discipline and motivation on employee performance in the Micro, Small and Medium Enterprises (MSMEs) of Aina Silungkang Songket Weaving Crafts, Sawah Lunto City.

3. RESULTS AND DISCUSSIONS

In this section, a discussion of the results of the analysis that has been carried out is presented. It can be seen that all independent variables have a significant impact on the variables which will be discussed as follows:

a. Multiple Linear Regression Analysis

Based on the research results, the multiple linear regression equation is $Y = 10.861 + 0.439 X_1 + 0.282 X_2 + e$. So it can be concluded that the variable Discipline (X_1) Motivation influences Employee Performance (Y) of the Aina Silungkang Songket Weaving Craft, Sawah Lunto City.

b. Coefficient of Determination R^2

The coefficient of determination is determined from the R square value of 0.564 or 56.4%. This result means that the independent variables Discipline (X_1), Motivation (X_2) have an influence on the dependent Employee Performance (Y) of 56.4% while the remaining 43.6%, the rest is influenced by other variables not intended in this research, such as Experience work, Compensation and Work Productivity.

c. The Effect of Discipline on Employee Performance

Discipline (X1) on Employee Performance (Y). It is known that t_{count} is $4.332 > t_{table}$ 2.026, and the influence of .

d. The Effect of Motivation on Employee Performance

The effect of motivation (X2) on employee performance (Y) is known to be t_{count} 4.588 > t_{table} 2.026, and the effect of X2 on Y is significant at $0.000 < 0.05$. So it can be concluded that H2 is accepted, supported by previous research, this research states that motivation has a positive and significant effect on employee performance.

e. Influence of Discipline (X1) and Motivation (X2) on Employee Performance (Y)

The f test result is 23.934 with a significance of 0.000. Based on the results of this study, it can be concluded that H0 is accepted if $f_{count} > f_{table}$, f_{count} value 23.934 > f_{table} 3.25 with a significant value of $0.000 < 0.05$, which means that Discipline (X1), Motivation (X2) have an effect. together on Employee Performance. This research has jointly proven that Discipline and Motivation have a significant effect on Employee Performance in the Aina Silungkang Songket Weaving Craft, Sawah Lunto City.

So that the hypothesis presented in this research can be accepted as true as long as the observations made, namely the influence between the two independent variables studied on the dependent variable, shows that. Employee performance will increase well if discipline and motivation are carried out well.

4. CONCLUSION

Based on the results of research on Discipline and Motivation on Employee Performance in the Aina Silungkang Songket Weaving Craft, Sawah Lunto City, it can be concluded as follows:

1. The results of Multiple Linear Regression are the regression equations, namely:

$$Y : a + b_1 X_1 + b_2 X_2 + e$$

$$Y = 10.861 + 0.439 X_1 + 0.282 X_2 + e$$

From the multiple linear regression equation above, it can be interpreted as follows:

- a. The constant is 10.861, which means that if the variables Discipline (X1), Motivation (X2) and Employee Performance (Y) have a fixed value or zero then the performance of Aina Silungkang Songket Weaving Craft employees, Sawah Lunto City is 10.861.
 - b. The regression coefficient on the Discipline variable (X1), is 0.439, meaning that there is a positive relationship between Discipline (X1) and Employee Performance (Y), increasing by one unit assuming the other variables remain constant, it will be possible to increase the Aina Silungkang Songket Weaving Craft in Sawah Lunto City by 0.439.
 - c. The regression coefficient on the Motivation variable (X2), amounting to 0.282, is positive, meaning that there is a positive relationship between Motivation (X2) and employee performance. If there is an increase in one variable assuming the other variables remain constant, then the increase in employee performance is 0.282.
2. The result of Determinant R2 is the coefficient of determination determined from the R square value of 0.564 or 56.4%. This result means that the independent variables Discipline (X1), Motivation (X2), have an influence on the dependent Karawan Performance (Y) of 56.14% while the remainder is 0.436 or 43.6%, the remainder is influenced by other variables not intended in the research these, such as work experience, compensation and work productivity.
 3. Discipline on Employee Performance because the Discipline variable (X1) has a t_{count} value of $4.332 > t_{table}$ 2.026, with a significance of $0.000 < 0.05$. A significant value smaller than 0.05 indicates that Discipline (X1) has a significant and influential effect on Employee Performance (Y). it is known that t_{count} is $4.332 > t_{table}$ 2.026, and the influence of X1 on Y is significant at $0.000 < 0.05$ so it can be concluded that H1 is accepted, meaning there is an influence of .
 4. Motivation influences employee performance because the Motivation variable (X2) has a t_{count} value of t_{count} 4.588 > t_{table} 2.026 with a significance of $0.000 < 0.05$. A significant value smaller than 0.05 indicates that Motivation (X2) has a significant effect on Employee Performance (Y). so it can be concluded that H2 is accepted.
 5. Based on the research above, the f_{count} value is 23,934 with a significance of 0.000 and the f_{table} value is 3.25. The results of this management are that the f_{count} value is 23,934 > f_{table} 3.25 with a significance of $0.000 < 0.05$. The large f_{count} value of the f_{table} value and the

significant value is smaller than 0.05 shows that Discipline (X1) Motivation (X2) simultaneously or together have a significant and significant effect on the dependent variable, namely Employee Performance. So it can be explained that H3 is accepted.

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