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**THE EFFECT OF DISCIPLINE AND MOTIVATION ON EMPLOYEE
EFFECTIVENESS AT SEBERIDA SUBDISTRICT OFFICE
INDRAGIRI HULU DISTRICT**

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Abstract

This study aims to examine and analyze the effect of discipline and motivation on the work effectiveness of employees at the Seberida Subdistrict Office, Indragiri Hulu Regency. The sample used in this study were all 35 employees of the sub-district office using the census method. data analysis using multiple linear regression. The results of the study show discipline variables and variables motivation has a significant effect on the employee's work effectiveness variable. While the discipline variable has a significant effect on the employee's work effectiveness variable and the motivation variable has no significant effect on the employee's work effectiveness variable.

Keywords: Effectiveness, Discipline and Motivation

INTRODUCTION

The sub-district office is one of the government agencies led by the sub-district head and assisted by several section heads to run the government in the sub-district area. As a public organization tasked with providing good services to the community, this is largely determined by the effectiveness of the work of the sub-district office employees themselves. who arrive late to the office, causing delays in providing services to the community.

Effectiveness describes the entire cycle of inputs, processes and outputs that refer to the results of an organization, program or activity that states the extent to which goals (quality, quantity, and time) have been achieved, as well as measures of success or failure of an organization in achieving its goals and achieving its targets. Effectiveness is the utilization of infrastructure, resources in a certain amount that has previously been determined to produce a number of goods or services, activities that will be carried out by a person or a company. (Siagian, 2014:56). From some of these

definitions of effectiveness, it can be concluded that effectiveness is very concerned with the desired results or goals.

The role of the sub-district office in providing services to the community includes coordinating community empowerment, coordinating efforts to implement public comfort and order, coordinating the implementation of laws and regulations, coordinating the implementation of government activities at the sub-district level. Therefore, it is necessary to increase the effectiveness of employees by increasing discipline and providing motivation to work in order to achieve employee work effectiveness as it should.

Discipline is very important for organizational growth, it is used mainly to motivate employees to be able to discipline themselves in carrying out work both individually and in groups. and good achievement for the organization. On the other hand, how can the wheels of the organization run well, if employees work unproductively, meaning that employees do not have high morale, are not tenacious at work and have low morale. In connection with the above, the variables that affect employee work effectiveness are employee discipline and employee motivation

Based on previous research Holy Rahayu Rais (2017) states that simultaneously work discipline and motivation have a positive effect on employee work effectiveness At the Ciputat District Office, South Tangerang City. Rahmita Fajarlina (2017) states that motivation and discipline variables have an influence on effectiveness company PT. BRI Syariah KC. Bengkulu S. Parman

Hamzan wadi 2017 research results shows that work discipline has a positive and significant effect on the work effectiveness of employees at the Telen District Office. While work motivation has no significant effect on the work effectiveness of employees at the Telen District Office. Then together the effect of work discipline and work motivation on the effectiveness of employees' work at the Telen District Office is 16.1 percent, which means that the remaining 83.9 percent is influenced by other factors.

Based on previous research and this phenomenon, the authors try to see the effect of work discipline and work motivation as factors that affect the work effectiveness of employees at the Seberida sub-district office, Indragiri Hulu Regency.. The purpose of this study was to examine and analyze the effect of discipline and motivation on the effectiveness of employees' work at the Seberida Sub-district Office, Indragiri Hulu Regency.

RESEARCH PROBLEM FORMULATION

Based on the background above and the focus on the research to be carried out, the formulation of the problem put forward:

Do discipline and motivation simultaneously have a significant effect on the effectiveness of employees' work at the Seberida District Office, Indragiri Hulu Regency?

RESEARCH PURPOSES

The objectives of this research are:

To analyze the effect of discipline and motivation simultaneously on the effectiveness of employees' work at the Seberida Sub-district Office, Indragiri Hulu Regency.

THEORETICAL BASIS

1. Work Effectiveness

Effectiveness is how well the work is done, the extent to which people produce the output as expected. That is, if a job can be completed in accordance with the plan, both in time, cost, and quality, it can be said to be effective. (Ravianto, 2014:11). Effectiveness is the use of infrastructure, resources in a certain amount that has been previously determined to produce a number of goods or services, activities that will be carried out by a person or a company. (Siagian, 2014:56)

Factors that affect work effectiveness are: (Gie, 2015: 45)

1. Time. The longer the task is done, the more tasks that follow. This will reduce the effectiveness of work.
2. Task. Subordinates must be informed of the purpose and importance of the tasks assigned to them.
3. Productivity. Employees who have high work productivity can produce good work.
4. Motivation. The more employees are motivated to work well and positively, the better the performance will be.
5. Job evaluation.
6. Supervision
7. Work environment
8. Equipment and facilities

2. Discipline

Discipline is a management action to encourage employees to comply with various applicable regulations. The provisions that must be met are intended so that employees can work effectively and efficiently so that organizational goals can be achieved.

Discipline is every individual and group that ensures compliance with the "order" and takes the initiative to take the necessary action if there is no "order". (Heidjrachman, at.al, 2012:238)

Work discipline is a person's ability to work regularly, diligently, continuously, and work in accordance with applicable rules without violating the rules that have been set. (Hasibuan, 2016: 193)

Discipline is a person's awareness or willingness to obey all company regulations and applicable social norms. (Hasibuan in Nurhayati, 2018: 133).

Another understanding of work discipline is an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten and being able to run them and not evade accepting the sanctions (Ardana, 2012: 134).

Employee discipline is a form of training that seeks to improve and shape employee knowledge, attitudes and behavior so that these employees voluntarily try to work cooperatively with other employees and improve their work performance (Siagian, 2008: 305).

Several forms of work discipline, namely: (Mangkunegara, 2011:129)

a). Preventive Discipline

It is an effort to move employees to follow and comply with work guidelines or rules that have been outlined by the company.

b). Corrective Discipline

It is an effort to move employees in a regulation and direct them to comply with the regulations in accordance with the guidelines applicable to the company.

c). Progressive Discipline

Is an activity that provides heavier penalties for repeated violations.

3. Motivation

Motivation is basically a person's interaction with certain situations he faces. (Notoatmodjo, 2015 :115) Motivation is a condition that has an effect on generating, directing and maintaining personality related to the work environment. (Mangkunegara, 2015:96) Motivation is the drive to do something as a willingness to expend a high level of effort for organizational goals, which is conditioned by the ability of that effort to fulfill a personal need. (Robbins, 2017:156)

RESEARCH METHODOLOGY

1. Research Methods, Population, Sample

This research was conducted at the Seberida Sub-district Office, Indragiri Hulu Regency, while the time needed to carry out the research was 4 months. This study uses primary data and secondary data, primary data is data obtained directly from the object of research by means of interviews and questionnaires. Secondary data is data that is already available in an organization or agency. Sources of secondary data in this study were literature articles, information journals from the Seberida sub-district office and internet sites related to this research.

Population

The population is a complete group of elements, which are usually people, objects, transactions or events in which we are interested in studying or being the

object of research. The population in this study were all employees of the Seberida District Office, Indragiri Hulu Regency

Sample

The sample that the author uses as the object of this research is all 35 employees of the Seberida Sub-district Office, Indragiri Hulu Regency. By looking at the existing population, the researcher uses the sampling method using the Census method, because the researcher is able to access all the data needed from all members of the population to produce data that is very good and representative of the actual conditions.

2. Research Data Analysis Method

The method of analysis in this study is multiple linear regression, serves to analyze the effect of the independent variable on the dependent variable. The reason for using multiple regression is because multiple linear regression is effective in predicting the effect of the independent variable and the dependent variable. Hypothesis testing in this study is carried out by testing the hypothesis by partial test (t test) which is used to see whether one independent variable has a significant effect on the dependent variable while Simultaneous test (F test) is used to see whether the model being analyzed has a high level of feasibility.

RESULTS AND DISCUSSION

1. Multiple Linear Regression

To determine the effect of discipline and motivation variables on the effectiveness variable, the authors use an analysis using SPSS. When the linear regression calculation is used the formula:

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

Where a is a constant, b1 and b2 are regression coefficients and X1 and X2 are independent variables, so from the data below:

Coefficients Tabel Table

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.492	.454		1.083	.287
X1	.744	.088	1.017	8.438	.000
X2	.412	.110	.450	.732	.711

a. Dependent Variable: Y

Source: SPSS Processed Data

From the table above, we can see that the multiple linear regression becomes:

$$Y = 0.492 + 0.744 X_1 + 0.412 X_2 + e$$

The interpretation of the regression model above is:

a. = 4.092

The value of this constant indicates that if there are no Discipline (X1) and Motivation (X2) variables or the value is 0, then the Employee Work Effectiveness (Y) value is 0.492.

b. = 0,744

if the Discipline is increased by one unit while the Motivation variable remains, then the Work Effectiveness of the employee increases by 0.744.

b. = 0.412

if if the Discipline variable has a fixed value and Motivation has increased by one unit, then the Employee's Work Effectiveness (Y) increases by 0.412.

2. Correlation and Determination Coefficient

To see the correlation and determination of discipline and motivation variables on effectiveness can be seen in the table below:

Table : Model Summary

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 ^a	.950	.947	.45244

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: SPSS Processed Data

Table : Guilford Category Standard

Coefficient Correlation/Path	Category
< 0.20	Very low relationship closeness or very weak influence
0.20 < 0.40	Low relationship closeness or weak influence
0.40 < 0.70	Medium relationship or moderate influence
0.70 < 0.90	High relationship closeness or high influence
>0.90	Very high relationship or very high influence

The R value or correlation as seen from the Model Summary table is 0.975, meaning that it has a very high relationship between discipline and motivation with effectiveness.

We can see from the summary table that the R Square value is 0.950. Then the contribution of the independent variable is 95%, while the remaining 5% is influenced by other variables not examined in this study.

3. F test and t test

a. F Uji test

Testing the influence of discipline and motivation variables simultaneously on work effectiveness can be seen in the table below.

Table: Simultaneous Test Results

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	124.192	2	62.096	303.347	.000 ^b
1 Residual	6.551	32	.205		
Total	130,743	34			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: SPSS Processed Data

On table Simultaneous Test Results on, The calculated F value is 303,347, while the table F value is 3,295. In addition, the significance value is 0.000 which is smaller than the 0.05 significance level (α). Because the calculated F value > F table (303,347 > 3,295), the Discipline variable and the variable Motivation is feasible to explain the effectiveness variable.

b. t test

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.492	.454		1.083	.287
X1	.744	.088	1.017	8.438	.000
X2	.412	.110	.450	.732	.711

a. Dependent Variable: Y

1. Discipline

Based on the results of the SPSS analysis above, the t-value for the Discipline variable (X1) is 8.438. Because the value of tcount > ttable (8.438 > 2.03452) thus rejecting Ho and accepting Ha, it is interpreted that the Discipline variable (X1) has a significant effect on work effectiveness (Y). then the hypothesis in this study which reads: Discipline partially affects effectiveness is accepted.

2. Motivation

Based on the results of the SPSS analysis in top showsthat the value of tcount for Motivation (X2) is 0.732. Because the value of tcount < ttable (0.732 < 2.03452) thus rejecting Ha and accepting Ho, it is interpreted that the Motivation variable (X2) does not have a significant effect on work effectiveness (Y). then the hypothesis in this study which reads: Motivation partially affects work effectiveness is rejected. This is because there are still employees who feel uncomfortable in their work environment, both fellow employees and their superiors.

4. Discussion

Simultaneous test results show that simultaneously discipline and motivation variables affect work effectiveness. Looking at the results of the F test that has been carried out, it proves that these two variables together have a significant influence on the effectiveness of the work of employees at the Seberida Sub-district Office, Indragiri Hulu Regency.

Based on previous research Holy Rahayu Rais (2017) states that simultaneously work discipline and motivation have a positive effect on employee work effectiveness. At the Ciputat District Office, South Tangerang City. Rahmita Fajarlina (2017) states that motivational variables and disciplines have an influence on effectiveness company PT. BRI Syariah KC. Bengkulu S. Parman

While Hamzan wadi 2017 The results of this study indicate that work discipline has a positive and significant effect on the work effectiveness of employees at the Telen District Office. Meanwhile, motivation does not have a significant effect on the effectiveness of employees' work at the Telen District Office. Then together the effect of work discipline and work motivation on the effectiveness of employees' work at the Telen District Office is 16.1%, which means that the remaining 83.9% is influenced by other factors.

Partially or hypothesis testing The results of this study are in line with the results of research conducted by Hamzan wadi (2017) which concluded that work discipline has a positive and significant influence on the effectiveness of employees' work in the officesubdistrict head. While work motivation has a positive but not significant effect on the effectiveness of employees' work in the officesubdistrict head. Whereas Simultaneous test results show that simultaneously discipline and motivation variables affect the effectiveness This research is in line with Holy Rahayu Rais (2017) and Rahmita Fajarlina (2017)

CLOSING

Conclusion

Based on the results of research and discussion in the previous chapter, conclusions can be drawn to answer the formulation of the problem. the conclusions are:

1. Discipline Variables and variables Motivation is feasible to explain the effectiveness variable. employees at the Seberida Sub-district Office, Indragiri Hulu Regency.
2. Partially Discipline has an effect significant to Effectiveness
3. Partially, motivation has no significant effect on effectiveness

Suggestion

Based on the results of the research as a whole and the conclusions obtained, suggestions can be developed for interested parties in this study. The suggestions that can be given are:

1. It is recommended that employees can further improve relationships and build synergies between fellow employees at the Seberida District Office, Indragiri Hulu Regency. Because association is a form of communication, there are many things that we find in association, there are those who exchange information and also share ideas and attitudes.
2. It is recommended that employees increase the quantity of work at the Seberida Sub-district Office, Indragiri Hulu Regency.
3. It is recommended that employees be more disciplined in obeying all applicable rules and providing sanctions for violations committed by employees either intentionally or unintentionally at the Seberida Subdistrict Office, Indragiri Hulu Regency.

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