



The Effect of Work Discipline, Work Motivation, and Work Performance Communication on Employees

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ARTICLE INFO

Article history:

Received: June 30, 2023

Revised: July 04, 2023

Accepted: July 04, 2023

Keywords:

Work Discipline,
Work Motivation,
Work Communication,
Performance Employee

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ABSTRACT

With it discipline, motivation, and good communication at work is part very influential on the performance of employees. This research intends to find out the results of variable discipline work, motivation work, and communication Work on performance employees on PT. Meganusa Semesta, Medan. In-process data study This uses SPSS. Study A uses the method quantitative and approach the study uses approach descriptive, with the technique of Simple Random sampling, the researcher can determine the sample with use formula Slovin. In the present study, it was found population a number of 77 meanwhile the sample a total of 43 employees. The test results reveal that in a manner Partial variable discipline work is not influential and significant the performance employees at PT. Meganusa Semesta, Medan. Whereas variable motivation Work as well as communication Work own influence positive and significant on the performance employees at PT. Meganusa Semesta, Medan. Test results simultaneous showing that the performance of employee is influenced in a way Which same by compensation discipline work, motivation work and communication work at the same time. So can be concluded that discipline work, motivation work, as well communication very work influence will the performance of employee.

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Introduction

Every company Of course own scale priority through desired vision and mission later day will experience growth And development Which fast. Along with process Which run own objective For get profit maximum Possible Goodin period time period short nor period long.

A organization will works fine when own Human Resources qualified. To achieve the target of the organization / company it, is needed Source Human Resources (HR) who can Work in a manner effective and efficient, because it's utilization HR become Wrong One factor Which very determine in reach objective organization.

Source Power man is one factor supporters strategy in activities operational in activity effort, even become guidelines And is assets company invaluable in controlling and actuating factors which production related with business the. Source Power man own position very strategic in organization, that is element man hold role important to do activity to reach purpose. Thus, existence source Power humans in organizations very strong.

PT. Meganusa Semesta is company industry marketing marketing something product form goods like vehicle motorized. PT. Meganusa Semesta are dealers the official Kawasaki motorbike located in the city of Medan. This dealer sells various type type output motors latest Kawasaki such as Kawasaki W175, Kawasaki KLX, Kawasaki Ninja, D-Tracker. This motorcycle dealer offers as well as selling Kawasaki motorbikes in Medan City. PT. Meganusa The Universe also markets various type accessories suitable vehicle marketed motorcycles. In addition, PT. Meganusa The Universe also provides service service like service and workshop vehicle at the dealership. In addition, PT. Meganusa Semesta too offer purchase vehicle in a manner cash or through system credit motorcycle.

Employee performance is results accomplished work a that employee according to the task as well as obligations that have been assigned to him. Less performance well give unfavorable consequences for company like nothing transformation or growth Which given employee Because low discipline as well as efficiency Workemployee.

Discipline is behavior willingness as well as willingness somebody for obey as well as obey norms regulation Which apply in PT. Meganusa Semesta. As for problem Which happens within the company that is lack of time discipline Work employees on company so that cause shrink it performance employee as well as No consistent to time.

Discipline work is very important Because when employee own discipline Work so will produce quality work, quantity work, as well time good job so with when own level good discipline will generate and affect on enhancement performance employee.

Motivation is the awakening process attitude, maintain progress attitude as well as distribute effective action. In the present study it is also seen that lack of motivation Work employees who influence morale performance employee so no give results Which best to company. A employee Which own motivation high will create feeling volunteer to fix activity when What Which hopefully not suit Which planned, And on the contrary when a employee No motivated in do work will resulted employee the No own desire For do work maximum maybe.

Communication is the process of delivering data from One both individuals and groups or organization as sender to the other party as the receiver for control as well as open chance give response. Besides exists discipline And motivation, communication Also is factor Which important in organization. However, in research This found that exists poor communication between employee Can screw up explanation as well as inner thought reach objective company. Factor communication Also looked at important because with it communication delivery message or objective company can delivered with Good.

Literature Review

Discipline Work

Singodimedjo in Sutrisno (2016: 86) discipline is behavior willingness as well as willingnessa for obey as well as obey norms regulation Which apply around him. Singodimedjo inside Sutrisno (2019:94) indicator about discipline Work between other : Regulation O'clock enter, go home as well as O'clock rest, Rule base look, act in demand in Work

Motivation Work

Donny June Priansa (2018:202) Motivation Work is a process where an employee shows intensity individuality, direction, And perseverance an effort to reach objective organization. Anwar King Mangkunegara (2009:93) indicator about motivation Work between others: Responsibilities Answer, Achievement Work, Opportunity For Forward, Confession on Performance, Work Which challenge,

Communication Work

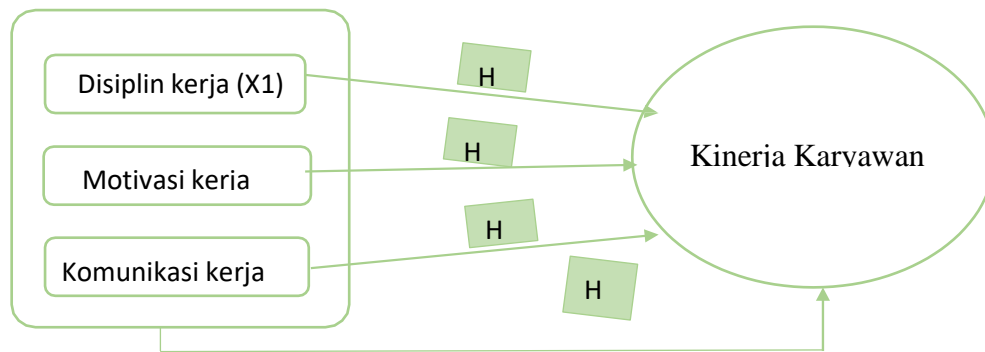
Wibowo (2017:166) communication is process delivery data from One party Good individual, group or organization as the sender to other party as recipient for understand as well as share a chance for they For respond. Sutardji (2016:10-11) indicator about communication Work between others: Understanding, Relations Which more OK, Influence on attitude

Performance Employee

According to (Anwar Prabu Mangkunegara, 2017) performance is a work output through quality and quantity obtained by a person employee at the time do work the samewith flavor not quite enough answer Which received. Based on (Wibowo, 2017) indicator about performance employee between others: Goals, Standards, Competence, Feedback behind, Motive, Opportunity

Framework Conceptual

Based on review library that we have described before, could concluded if framework conceptual on research that Already we thorough Can seen from picture following this :



Hypothesis

- H1 : Discipline Work Influential on Employee Performance at PT.Meganusa Universe
 H2 : Work motivation has an effect on the performance employees at PT. Meganusa Semesta
 H3 : Communication Work influential to performance employee in PT. Meganus Universe
 H4 : Discipline work, work motivation, and work communication affect performance employees in PT. Meganusa Semesta

Method

Approach research This shaped approach is quantitative Where approach characteristic concrete, yes observable and observable classified. Method Study Quantitative is Method study Which based on philosophy positivity, is used For researching on population or sample certain, data collection using instrument research, data analysis characteristic quantitative or statistics, with objective For test hypothesis Which set Sugiyono (2017:8). Study done to solve something problem. Nature of research that is *descriptive explanatory* with objective can give description explanation on position in every variable Which in thorough to variable other. Study carried out at PT. Meganusa Semesta Medan which is located at JL. Gatot Subroto No.198 A, Sei Putih Tengah, Medan Petisah District, Medan City, North Sumatra. Population in this research is employees who work at PT. Meganusa The Universe which is 77 people, Sample Which used study time This that is with formula Slovin so that amount 43 person. Data analysis technique used is analysis multiple linear regression.

Research Results

Statistics Descriptive

Under this is results smallest (min), biggest (max) and average than respondent with statistics as following :

Table 1. Statistics Descriptive

	descriptive Statistics					
	N	Minimum	Maximum	Means	std.	std.
	Statistics	Statistics	Statistics	Statistics	Error	Deviation
Discipline Work	43	23	28	25.93	.229	1,502
Motivation Work	43	28	38	34.28	.340	2,229
Communication Work	43	18	29	25.47	.304	1992
Performance Employee	43	20	30	25.77	.278	1824
Valid N (listwise)	43					

Test Normality

Under This test test normality with use *Kolmogorov Smirnov*

Table 2. One sample Kolmogorov Smirnov
One-Sample Kolmogorov-Smirnov test

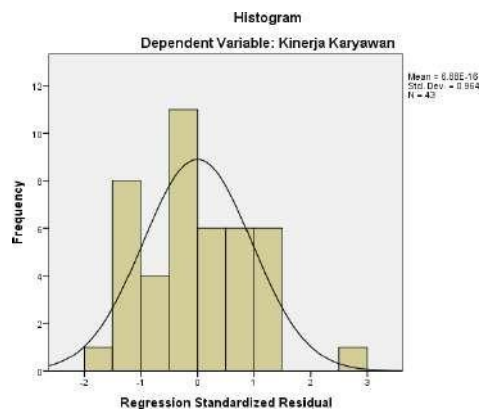
		Unstandardized residual
N		43
Normal Parameters ^{a,b}	Means	.000000
	std. Deviation	1.12166846
Most extreme Differences absolute		.086
	Positive	.086
	Negative	-.084
test Statistics		.086
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. test distribution is Normal.

b. Calculated from data.

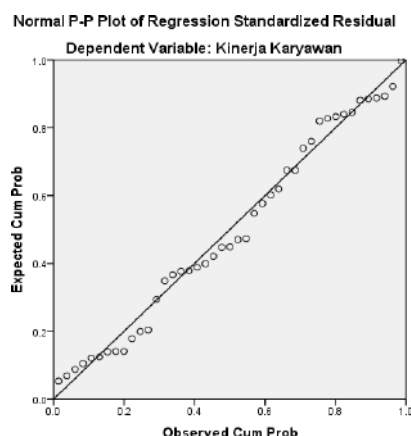
c. Lilliefors Significance Correction.

On Results Normality, Kolmogorov Smirnov can display that level significance is $0.200 > 0.05$ Which stated there is results distributed with normal.



Picture 1. Results Chart Histogram

From pictures chart on We know if the data form that curve belong symmetry (U) Which It means No shift direction left or direction right by because it can conclude data Which obtained normal



Picture 2. Results P-Plot

From the results of the P-Plot it can be seen dot, dot, dot follow and spread around the diagonal line so that can conclude that model regression fulfills the assumption of normality. The picture onconclude that data obtained normally.

Test Multicollinearity

Table 3. Multicollinearity Test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	std. Error	Betas	tolerance	VIF
1 (Constant)	1,447	3,553			
Discipline Work	.052	.139	.043	.738	1,354
Motivation Work	.324	.099	.396	.659	1,516
Communication Work	.466	.100	.509	.805	1,242

a. dependent Variable: Performance Employee

Test Multicollinearity

of value variables discipline work, motivation Work And Also communication Work mark more *tolerance* big of 0.10 with value *tolerance* as much as 0.738 in discipline Work 0.659 in motivation Work And 0.805 on communication work. So from Test Multicollinearity is known that No happening between variables free.

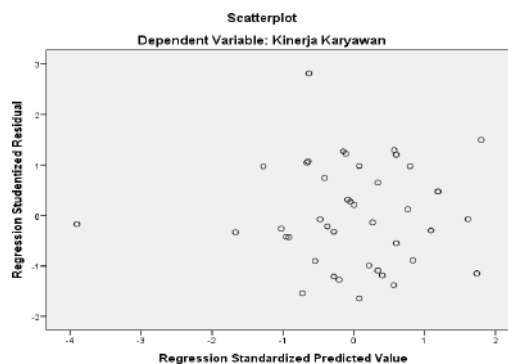
Test Heteroscedasticity

Table 4. Test Results Heteroscedasticity (Test glacier)
Coefficients^a

Model	Unstandardized Coefficients		standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
(Constant)	.254	1988		-	.899
Discipline Work	-.009	.078	-.022	.128	.907
Motivation Work	0.31	0.56	.109	.559	.579
Communication Work	0.13	0.56	.042	.240	.812

a. dependent Variables: RES

For the Glacier Test above, you can see the data from discipline work $0.907 > 0.05$ then mark motivation Work $0.579 > 0.05$ as well as communication Work $0.812 > 0.05$. By Because That results in table above Can said No There is problem heteroscedasticity.



Picture 3. Results Test Scatter plots

On the Scatterplot Graph, the results displays dot, dot, dot spread around number zero and formed less pattern clear above position number zero, no centered on one point in chart the heteroscedasticity.

Model

In testing results, the hypothesis can use the method of regression smooth double. Test study used is :

Table 5. Results Test Regression linear Double Coefficients ^a

Model	Unstandardized Coefficients		standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	1,447	3,553		.407	.686
Discipline Work	.052	.139	.043	.373	.711
Motivation Work	.324	.099	.396	3,286	.002
Work Communication	.466	.100	.509	4,636	.000

dependent Variables: Performance Employee

Performance: $1,447 + 0.052 \text{ Discipline Work} + 0.324 \text{ Motivation Work} + 0.466 \text{ Communication Work} + e$

Equality regression linear in on are :

1. Constant with mark 1,447 explain exists discipline work, motivation work, and communication Work No happen change increase
2. Coefficient regression discipline work with a value of 0.052 is worth positive and clear every exists enhancement discipline Work 1(unit) can produce increased quality Work employee as much 0.052. Which concludes variables still other.
3. Coefficient regression from motivation Work with mark 0.324 characteristic positive And explain exists every enhancement motivation 1 (unit) can produce enhancement Work employee as much 0.324 Which conclude variables still other.
4. Coefficient regression from communication Work in a manner physical with a value of 0.466 is positive and explains with exists enhancement in communication work 1 (unit) can produce enhancement performance from an employee of 0.466. That concludes variables are still other.

Coefficient Determination

Table 6. Results Exam Determination Model Summary

Model	R	R Square	adjusted R Square	std. Error of the Estimates
1	.788 ^a	.622	.593	1,164

a. Predictors: (Constant), Communication Work, Motivation Work, Discipline Work

Source : Data processed by SPSS (2023)

In Coefficients determination study obtained a value of 0.593, which means 59.3% earned of the independent variables performance employees and earn also means variable bound like discipline, motivation And communication Which the rest as much 40.7% (100% - 59.3%) will explain by part other.

Test hypothesis Simultaneous

F test is intended for variables independent Which have role Which together with variables dependent.

Table 7. Exam Results Simultaneous (F)

Model	ANOVA ^a			F	Sig.
	sum of Squares	df	Means Square		
1 Regression	86,833	3	28,944	21,362	.000
residual	52,842	39	1.355		^b
Total	139,674	42			

d. Dependent Variables: Performance employee

e. Predictors: (Constant), Communication work, Discipline work, Motivation Work

Showed from the significant test simultaneously (Statistics Test F) can We Look that data on produce F count with a value of 21.362. Degrees freedom 1 (df 1) = 3, and degrees freedom 2 (df 2) = 39, so table F values at level trust significant 0.05 is 2.85 and through results calculations using the SPSS program can be obtain calculated F value (21,365) > F table (2.85) as well as Also mark significant 0.000 < 0.05 It means that H

1 accepted And H_0 rejected in the simultaneous test on the variable discipline, motivation as well as communication impact positiveto employee PT. Meganusa Semesta.

Test hypothesis Partial (T)

Table 8. Results Test Partial (T)

Model	Unstandardized Coefficients		standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	1,447	3,553		.407	.686
Discipline Work	.052	.139	.043	.373	.711
Motivation Work	.324	.099	.396	3,286	.002
Work Communication	466	.100	.509	4,636	.000

a. dependent Variables: Performance employee

Source : Data processed by SPSS (2023)

According to research and partial test conducted, then conclusion as following :

1. Discipline Work (X 1) No influential to performance employee (Y), which is marked with a number t value count $0.373 < t$ table value $1,684$ as well as level significant $0.711 > \alpha = 0.05$
2. Motivation Work (X 2) impact positive Which significant on performance employees (Y), indicated by the number t value count $3,268 > t$ table $1,684$ as well as mark significant $0.000 < \alpha = 0.05$

Discussion

Influence Discipline Work To Performance Employee

Based on the tests that have been done, concluded results that have been got from test partial (t test) is obtained by the value of t count $< t$ count $< t$ table ($0.373 < 1.684$) with level significant of $0.711 > 0.05$. According to (Singodimedjo in Sutrisno, 2019) discipline is attitude readiness and willingness someone to obey and obey the norms apply surrounding discipline employees very influence objective agency. Study Which done Also supported by study (Hasibuan in Sinambela, 2016) discipline Work is in a manner regularly, diligently in a manner continuously and work according to the rules apply without breaking the rules that have been set. And from research that carried out (Taufik Akbar and Slamet 2017) discipline Work is ability Work somebody for by regularly, diligently constantly and working according to the rules apply with No violate rules Which Already set.

Influence Motivation Work To Performance Employee

From the test results data on research, concluded data from Partial Test results (T test) obtain value of T count $> T$ table ($3.268 > 1.684$) and also value significant $0.002 < 0.05$. According to (Mankunegara, 2015) state that motivation is condition or (energy) Which move in self individual Which directed For reach objective organization. Results study This Also supported by study (Maruli, 2020) say that motivation Work is all something that arises from desire somebody Which can affect and direct as well as look after behavior For reach objective or desire appropriate with scope work. Pg the Also get support study (Robbins And Coulter, 2010) motivation is a process where effort somebody given Spirit instruction Which sustainable For reach something purpose.

Influence Communication Work To Performance Employee

on the basis test results in research, it was concluded that partial test results (t test) obtained data t value count t table ($4.636 > 1.684$) with level mark significant $0.000 < 0.05$ According (Prasetyo, 2018) communication is process delivery message Which is idea or information delivery through a medium to receiver (communication) to be able understand Meaning delivery. Conclusion the Also supported on study (Andrew E. Sikula, 2017) communication is process transfer information, understanding, and understanding from someone, something place, or something to something place or other people and also from research (Rudolf F. Verderber, 2016) communication is to show exists bond with person another, build as well as look after relationship, as well for fun

Conclusion

Through the data carried out at PT. Meganusa Semesta, then the researchers get conclusion namely:

1. Through results research that has been carried out that discipline work no influential positive And significant on performance employee. Matter This showing that discipline Work can influence performance of employee PT. Meganusa Semesta Medan.
2. Through results study Which has implemented, conclude exists motivation Work own impact influential positive on the performance PT employees Meganusa Medan Universe. With it level motivation good job, then level quality employee will very Good.
3. Based on results research, we conclude that communication Work in place Work impact positive to the performance PT employees Meganusa Medan Universe. because that If each organization Which do communication Which Good And clear can give atmosphere comfortable to employee, so employee Also more enthusiastic And their performance employee Also will increase.
4. With simultaneous test results is known that $F_{count} (21,362) > F_{table} (2,85)$ said that discipline work, motivation Work And communication Work very influence will performance employee which means if held discipline Work Which Good And Correct and also apply motivation strong work so that realize communication Work which is good too give comfort to every employees at company. so conclusion end H_0 rejected And H_1

Suggestions

Based on problem Which has researched, filed suggestion as following :

1. For Company. Company increase discipline work, motivation Work And communication Work so that create comfort for every employee so that company can grow And develop become more Good.
2. For the Faculty of Economics, Prima Indonesia University, it is recommended that in order pleased For publish results study This Which later can made as material reference for researcher next.
3. For Researcher furthermore so that can add variable other outside from variable Which researched by researchers like ease of use, perception risk and price And so on.
4. For Researcher, expected can practice results study Which done company place researcher Work And obtain title S1 Management

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