

The Role of Motivation, Work Discipline and Leadership on Employee Performance in Marine Livestock Cultivation Company

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Abstract:

Employee performance in a company or organization is a crucial factor for business continuity and determines the company's chances of surviving in the business world. In psychology, economic motivation, good leadership and also a discipline have an indication of the good performance of employees in a company, but have major gaps in the context of the company and its own company policies. This study aims to determine the effect of Leadership, Motivation, and Discipline on Employee Performance. This study uses a quantitative approach with 72 samples taken using purposive random sampling. The research's analytical method of choice is linear regression. The findings demonstrated that while motivation and discipline have an impact on employee performance, leadership has no impact on that. Leadership, however, has an impact on performance in conjunction with motivation and discipline.

Keywords: Employee Performance, Motivation, Leadership, Discipline, Linear Regression

Introduction

Every business needs have management in place to oversee initiatives aimed at achieving certain objectives. An organization's ability to succeed or fail in reaching its objectives depends on how well its employees do their jobs. The ability, motivation, and support a person receives will determine the performance a firm is looking for from them. The firm will continue to function efficiently if its internal personnel, namely its human resources, can do so. To meet the established corporate goals, the company must be able to produce at a high level. Good employee performance with a high work ethic will help the company to meet company targets and help the company achieve profits, whereas if employee performance decreases or is poor, it can harm the company (Bangun, 2012). Therefore, it is very important for companies to be able to manage employees well so that employee performance can be maximized.

Performance is the outcome of work that an individual inside an organization may do in line with their particular authority and duties, in order to legally, ethically, and morally meet the goals of the organization in question. Human resources are one of the organizational resources that are crucial to attaining its objectives. Therefore, special attention is needed so that employee performance can be maximized (Destari et al., 2021). Decreased employee performance can affect company stability. If employee performance is poor, reduced morale can make company targets unattainable. Performance can be said to be good if employees are able to fulfill several things, including work quantity and work quality. Performance in terms of work quantity pays attention to how much work can be completed within a certain period of time and how much value or target can be achieved (Kamaruddin et al., 2023).

In order to attain goals, subordinate conduct must be directed and motivated in order to be encouraged and given a sense of joy for their task. It takes an active role of a leader to provide direct motivation to improve employee performance with the aim of achieving company goals. The leader is a driving figure to increase motivation which can have a positive impact on employee performance in the company. The discipline factor is also very influential on employee performance. The degree of discipline in a workplace is typically inversely correlated with employee productivity. The degree of production will also be high if staff discipline is high. Employee stress at work might be caused by overzealous discipline enforcement. Therefore, it requires a leader's expertise to establish, reiterate, and manage the process of upholding the applicable corporate regulations (Mangkunegara, 2011).

Previous research states that leadership and motivation have a positive effect on employee performance. Then previous researcher mentioned that leadership style has a strong relationship with performance and there is a significant influence between leadership style and employee performance, but in his research he did not mention the cause of this influence descriptively or was not supported by expert statements (Nugroho et al., 2023). This study tries to ascertain the effects of discipline, motivation, and leadership on worker performance.

Literature Review

Leadership is closely related to power and without power it is impossible for someone to become a leader. Leading means influencing or convincing others to work as desired by the rules or performance standards of the organization (Wibowo, 2013). A leader must have power and power is the ability to give orders to others so that these orders are carried out as expected. Leadership is the ability of individuals by using their power to influence, motivate, and support efforts that enable others to contribute to the achievement of organizational goals. The process through which one person encourages other group members to attain certain group or organizational goals is referred to as leadership (Rivai, 2009).

Motivation is defined as all efforts to bring out from within the spirit of others (subordinates) to want to work hard to achieve organizational goals through providing or providing satisfaction of their needs (Tannady et al., 2020). Meanwhile, other opinions express motivation as a force that exists in a person, which encourages his behavior to take action. In contrast, motivation is a set of mechanisms that elicit, guide, and sustain human action in the direction of accomplishing goals (Senoaji, 2021).

The practice of disciplining employees who disobey rules or procedures is known as discipline. Work discipline is a strategy that managers use to talk to employees about changing a behavior and to raise a person's knowledge of and desire to follow corporate policies and relevant social standards. Workplace discipline is the application of management to reaffirm organizational standards (Senoaji & Novita, 2023). The use of work discipline as a communication tool by managers to reach out to their employees and encourage them to become more conscious of the need to adhere to all relevant social norms and standards is further described (Yuliana et al., 2022).

Performance refers to the quality and quantity of work completed by an employee in carrying out his tasks in accordance with the obligations assigned to him. It is derived from the words "job performance" or "actual performance" (work performance or actual achievement done by a person). The division of performance into individual performance and organizational performance is further described (Siagian, 2000). According to a prior study, both physical and non-physical/non-material aspects of a job's implementation affect performance (Tannady et al., 2023).

Methodology

This research uses a quantitative approach and also uses the type of field research. The research was conducted by one of the companies engaged in shrimp farming. In this study there were 72 samples taken using purposive random sampling. The questionnaire was used in this study to collect data on each variable, and each item in the questionnaire was tested for validity and reliability and obtained all valid items with a reliability value above 0.700.

Results

It is known that there is a constant value of -1.215 based on the findings of the regression equation analysis. This implies that if the company's leadership, motivation, and discipline are lacking, employee performance will suffer. To ascertain the impact of the independent variables researched separately on employee performance, the t-test is utilized. Based on the findings of the t test computation, all variables' t counts exceed their t tables, with the exception of the leadership variable. This shows that the conjecture or hypothesis accepted in this study, namely H1, which means that the motivation variable, and discipline individually have an influence on the employee performance variable, while for the leadership variable, the hypothesis accepted in this study is H0, which means that individually the leadership variable has no effect on the performance variable.

To ascertain if the independent factors in this study—leadership (X1), motivation (X2), and discipline (X3)—really have an impact on the dependent variable, employee performance, the F Count test is utilized. The value of F Count and F Table are compared in this test. The computed F value of 46,645 is more than the F table of 2,076, hence H0 is rejected and H1 is approved based on the data analysis results. The coefficient of determination (R²) number demonstrates how much of the variation in the independent variable can be accounted for by that same variance. The determined coefficient of determination (R²) is 0.700 based on the analysis findings. This shows that 70.0% of employee performance can be explained by the independent variables used in the regression equation, namely leadership, motivation, and discipline, while the remaining 30.0% is explained by other variables outside this study.

The Path Coefficient test shows that there are two paths that have a value below the threshold, namely UV → CI and IN → HV. So, from these results it can be concluded that the Utilitarian Value (UV) variable does not have a significant effect on the Continuance Intention (CI) variable and the Interaction (IN) variable does not have a significant effect on Hedonic Value (HV). In the coefficient of determination test, it can be seen that CI, and HV, have values that can be categorized into the strong category. While SF and UV fall into the medium category. This shows that the variables HV, UV, and SF explain strongly (0.817) the variance of CI, as well as the variables HV and UV in the middle (0.708) the variance of SF. In addition, the variables IN, TD, IM, and NV explain strongly (0.773) the variance of HV, while the same variables IN, TD, IM, and NV alone can explain moderately (0.582) the variance of UV. In the coefficient of determination test, it can be seen that ten of the twelve hypotheses have t-test values above 1.960. However, there are two hypotheses that have below 1.960. Hypotheses that do not qualify are IN → HV and UV → CI. The t-test is used to determine whether or not there is an influence of the independent variable on the dependent. So, we can conclude that IN has no effect on HV, and UV has no effect on CI. Therefore, the hypothesis is rejected.

The results of the calculation of the f test, it can be seen that one path has a large influence, namely UV → SF, and SF → CI. There is one medium path, namely NV → UV. The rest such as IM → HV, IN → HV, TD → HV, NV → HV, IN → UV, TD → UV, HV → SF, HV → CI, and UV → CI have small paths. The results of the calculation of Q² or predictive relevance, all endogenous variables have a Q² value above the threshold value, which is 0. So it can be concluded that the variables in this research model have a predictive relationship with other variables. Meanwhile, the results of the relative impact calculation found that the UV → SF and SF → CI paths had a medium effect. While the other ten paths have a small influence.

Discussion

The results showed that the leadership variable (X1) had no effect on employee performance. The results of this study are in accordance with research conducted by previous researcher which states that leadership has no effect on employee performance. The lack of influence of leadership on employee performance in this study is due to the leader's too high trust in employees in doing work. In this case, the leader leaves every job to each employee and the employees independently do every job given without depending on the leader, so that the leader's role in the performance results achieved does not have a big influence. Another factor that may cause leadership to have no

effect on employee performance is because the type of work performed is routine or repetitive, and there is already a clear SOP (Standard Operating Procedure) so that employees work based on routine and do not depend too much on the leader.

The findings indicated that the motivation variable (X2) had an impact on worker productivity. The study's findings support earlier studies showing that employee performance is influenced by motivation. This supports the hypothesis advanced by earlier researchers that motivation teaches how to boost employees' job excitement so that they desire to work harder and utilize all of their talents and abilities in order to grow and meet organizational goals. In order to accomplish the aims and objectives set by the organization, motivation is described as the driving force that makes an employee motivated and willing to spend the time to carry out numerous tasks that are his job.

Employee performance is significantly influenced by motivation. If there is strong job incentive, a worker can perform better and more efficiently. Employees that are motivated to work well perform better and more efficiently. Workplace dynamics, interpersonal interactions, chances for learning and advancement, and the availability of incentives or gifts may all have an impact on employee motivation. A conducive work environment can motivate employees to work quickly, precisely and efficiently. Good working relationships between employees and leaders, or vice versa by paying attention and taking a direct approach from superiors to subordinates will increase employee morale and achieve job satisfaction in every element of the company.

The findings indicated that the motivation variable (X3) had an impact on worker productivity. The study's findings are consistent with earlier studies, which found that factors related to discipline had an impact on employee performance. This is in line with earlier research, which claims that work discipline is a measuring tool used by managers to communicate with employees in an effort to increase a person's awareness and willingness to obey company regulations and relevant social norms.

The existence of work discipline is intended to regulate the work relations of human resources in the company to carry out their duties and obligations in carrying out work in accordance with their responsibilities as expected by the company. The existence of work discipline is very important. This must be embedded in each employee because discipline is responsible for employee morale in carrying out their duties and obligations. The attainment of corporate goals is possible with strong discipline, but if work discipline suffers, this will act as a barrier and create problems. As a result, each employee has to be aware of the requirement to follow all applicable corporate regulations.

Conclusion

The results obtained from data analysis and discussion regarding the effect of leadership, motivation, and discipline on employee performance, the following conclusions can be drawn, leadership has no effect on employee performance. Motivation has a positive affects on employee performance. Discipline has a positive affects on employee performance. Leadership, motivation, and discipline simultaneously have a positive affect on employee performance. Suggestions that can be given in this study are that company can pay more attention to things that can improve the functions, roles, and attitudes of better leadership, for example by increasing supervisory control over employees at work, providing opportunities for employees to express opinions and consider proposals from employees, it is hoped that future leadership functions will be able to improve employee performance.

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