

# THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT DIAN SWASTATIKA SENTOSA TBK KARAWANG

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## Abstract

**Background** - This research aims to analyze the influence of work motivation and work discipline on employee performance at PT Dian Swaistika Sentosa Tbk. This research used descriptive quantitative verification methods with SPSS version 25 and multiple linear regression analysis, involving 61 respondents. The research results show that the motivation variable is in the high category, work discipline is in the quite high category and performance is in the good category. Partially, the motivation variable (X1) has a significant positive effect on performance and the work discipline variable (X2) has a significant positive effect on performance. Simultaneously, both the motivation variable (X1) and the work discipline variable (X2) have a significant effect on performance.

**Purpose** - 1. To determine the partial influence of work motivation on performance at PT Dian Swaistika Sentosa Tbk Karawang. 2. To determine the partial influence of work discipline on performance at PT Dian Swaistika Sentosa Tbk Karawang. 3. To determine the simultaneous influence of work motivation and work discipline on employee performance at PT Dian Swaistika Sentosa Tbk Karawang.

**methodology** - This research uses descriptive quantitative verification methods. According to Enjel et al., (2022) quantitative research methods are used for research on certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical. To find results such as validity tests, reliability tests, normality tests, multicollinearity tests, heteroscedasticity tests, hypothesis testing, T tests and F tests. Collected through closed questionnaires with a population of 61 people and a sample of 61 respondents. The sampling technique used is saturated sampling. The research was carried out at PT Dian Swaistika Sentosa Tbk on Jl. Wirasaba, Karawang, 41313. The research period will take place from April-July 2024.

**Findings** - This research aims to analyze the influence of work motivation and work discipline on employee performance at PT Dian Swaistika Sentosa Tbk. This research used descriptive quantitative verification methods with SPSS version 25 and multiple linear regression analysis, involving 61 respondents. The research results show that the motivation variable is in the high category, work discipline is in the quite high category and performance is in the good category. Partially, the motivation variable (X1) has a significant positive effect on performance and the work discipline variable (X2) has a significant positive effect on performance. Simultaneously, both the motivation variable (X1) and the work discipline variable (X2) have a significant effect on performance.

**Originality** - This research aims to analyze the influence of work motivation and work discipline on employee performance at PT Dian Swaistika Sentosa Tbk. This research used descriptive quantitative verification methods with SPSS version 25 and multiple linear regression analysis, involving 61 respondents. The research results show that the motivation variable is in the high category, work discipline is in the quite high category and performance is in the good category. Partially, the motivation variable (X1) has a significant positive effect on performance and the work discipline variable (X2) has a significant positive effect on performance. Simultaneously, both the motivation variable (X1) and the work discipline variable (X2) have a significant effect on performance.

Keywords: Work Motivation, Work Discipline, Employee

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