

THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE LIBRARY AND ARCHIVES SERVICE KABUPATEN BUOL

Safitri S. Hilala ¹, Hedrat M. Nure [✉]

^{1,2} Management Studies Program, Mujahidin College of Economics

Abstract

This study aims to find out and analyze the influence of work motivation and work discipline on employee performance at the Buol Regency Library and Archives Office. This study uses a type of quantitative research. The source of data is in the form of primary data, which is data obtained by conducting research directly related to this research. The population in this study is all ASN employees at the Buol Regency Library and Archives Service which totals 32 people and the sample used by the entire population is 32 respondents. The data analysis techniques used were classical assumption tests, multiple linear regression and hypothesis testing. The results of this study show that work motivation partially affects Employee Performance, Work discipline partially affects Employee Performance, work motivation and work discipline simultaneously affect Employee Performance. From the two variables studied, work motivation and work discipline based on respondents' responses showed a good level of assessment, this was followed by the percentage of responses given by respondents from the questionnaire.

Keywords: *Work Motivation; Work Discipline; Employee Performance*

Copyright (c) 2025 Hedrat M. Nure

[✉] Corresponding author :

Email Address : Hedrat.hl26@gmail.com

INTRODUCTION

Human resources are the main driver of the course of an organization's activities, the progress and retreat of an organization is determined by the existence of its human resources. So that human resources or employees in an organization are an important concern in order to achieve organizational success.

In essence, human resources are one of the capital and play an important role in the success of a company or agency. One of the most difficult aspects facing management across organizations today is how to get their employees to work efficiently. An important factor in the success of an organization is the existence of employees who are capable and skilled and have a high work spirit, so that a satisfactory work result can be expected. In reality, not all employees have the ability and skills as well as the work spirit in accordance with the expectations of the organization. An employee who has the ability to meet the expectations of the organization, sometimes does not have a high morale so that his performance is not as expected. Employee performance is the level of achievement or work results of a person from the goals that must be achieved or tasks that must be carried out in accordance with their respective responsibilities within a certain period of time. Motivation is one of the factors that can support the achievement of maximum performance.

According to Ekonomak (2022: 40), Motivation is a psychological process that is an interaction between attitudes and perceptual needs so that a person performs an action. Motivation is also an individual's motivation to be able to do an action because they want to do it. Or a process to try to influence someone to be able to do something as desired.

According to Hasibuan (2012) in Agus Halim (2023:33), work discipline is a person's awareness and willingness to obey all applicable agency regulations and social norms, and must be instilled in every employee. Work discipline is also a form of employee self-control and regular implementation shows the level of seriousness of the work team in an organization, disciplinary action requires punishment for employees who fail to meet the specified standards.

The work discipline of Civil Servants (PNS) is regulated in Law Number 5 of 2014 concerning the State Civil Apparatus (ASN) and government regulation Number 94 of 2021 concerning the discipline of civil servants. Civil servant discipline is the ability of civil servants to obey their obligations and avoid prohibitions specified in laws and regulations. Several provisions regarding civil servant discipline in PP 94 of 2021, including: civil servants are required to go to work and obey the provisions of working hours, civil servants are required to achieve set work goals, civil servants are required to use and maintain State property as well as possible, civil servants are required to provide the best service to the community and civil servants are required to guide subordinates in carrying out their duties.

Asmani (2012) in Musyawir and Isa Ansyari (2021: 447) performance is a result of work that in terms of quality and quantity has been achieved by an employee in carrying out his duties in accordance with the responsibilities that have been given to him. Meanwhile, according to Sinaga (2020:14), performance is the result of a person's job function or activity in an organization that is influenced by various factors to achieve organizational goals in a certain period of time.

There is a phenomenon from this study at the Buol Regency Library and Archives Office, that low employee motivation at work, such as leaders not giving praise or appreciation to their employees, bosses do not monitor the performance of their employees so that they further add to the deterioration of employee work results. And there are still many employees who arrive not on time, there are still employees who are not in their place during working hours, there are still employees before the time of leaving work, there are still slow services and there are still many other complaints from the community, these images are certainly inseparable from the influence of factors such as: motivation, discipline, satisfaction, but in this study, the author only focuses on two main factors, namely: related to work motivation and work discipline in relation to employee performance. By looking at these two factors, namely motivation and work discipline are important aspects in generating employee performance.

With the description above. Therefore, the researcher is interested in studying more deeply the title "The Influence of Work Motivation and Work Discipline on Employee Performance at the Buol Regency Library and Archives Service". Based on the background that has been explained, the formulation of the problem can be explained as follows: 1) Does work motivation have a significant effect on the performance of employees at the Buol Regency Library and Archives Office?; 2) Does work discipline have a significant effect on the performance of employees at the Buol Regency Library and Archives Office?; 3) Do work motivation and work discipline have a significant effect on the performance of employees at the Buol Regency Library and Archives Service? Based on the formulation of the problem that has been described previously, this study aims to: 1) To determine the influence of work motivation on employee performance at the Buol Regency Library and Archives Office; 2) To find out the influence of work discipline on the performance of employees at the Buol Regency Library and Archives Office; 3) To find out the influence of work motivation and work discipline on the performance of employees at the Buol Regency Library and Archives Office.

METHODOLOGY

This type of research used by researchers is quantitative or associative research. According to Sugiyono (2019:17), quantitative research is defined as a research method based on the philosophy of positivism, used to research on a specific population or sample, data collection using research instruments, quantitative / statistical data analysis, with the aim of testing the hypothesis that has been determined. Meanwhile, associative research is research that aims to find out the relationship between two or more variables, looking for roles, influences, and causal relationships, namely between independent variables and dependent variables. This research will be carried out at the office of the Buol Regency Library and Archives Office, which is located at kali Village, Biau District, Buol Regency. This research is planned for December 2024 to January 2025. The population selected in this study is all ASN employees at the Buol Regency Library and Archives Service. Which amounted to 32 respondents. Then,

samples were taken from all ASN employees of the Buol Regency Library and Archives Service totaling 32 respondents.

The data collection method is a method or way used by the researcher to obtain data in a research in this study the methods used to collect data are: 1) Observation is direct observation and recording on the research object to collect data related to the effectiveness of the performance of the Buol Regency Library and Archives Office employees; 2) Interview, which is to collect data through direct questions and answers so that relevant and adequate data and information can be obtained; 3) Questionnaire is carried out by providing written questions to respondents who have been determined to obtain response data regarding the influence of work motivation and work discipline on employee performance at the Buol Regency Library and Archives Office; 4) Documentation is a method used to obtain data and information in the form of books, archives, documents, numbers and pictures in the form of reports and information that can support research.

RESULTS AND DISCUSSION

Overview of the Buol Regency Library and Archives Office.

The Library and Archives Service is a government agency that manages libraries and archives in the region. The task of the library and archives office is to carry out local government affairs in the field of libraries and archives.

The Buol Regency Library and Archives Office, is one of the agencies in Buol Regency. The Head of the Office of this agency is Mrs. Dr. Lusiana IS Baculu, SE, MM. The library and archives office is located behind the Regent's Office which is precisely on Gunung Sangsibar street, Kali Village, Buol Regency. Buol Regency Library and Archives is one of the Regional Government Organizations that since the establishment of Buol Regency and bloomed separately from Toli-toli Regency based on Law No. 51 of 1999 concerning the expansion of Buol Regency, Regional Libraries and Archives are still attached to the organizational and government part of the Buol Regency Regional Secretariat until 2008 in accordance with the mandate of regional regulation No. 04 of 2008 concerning the institutional status of the Regional Library, The Buol Regency Library was upgraded to the Regional Library and Archives Office.

Vision and mission of the Buol Regency Library and Archives Office

The vision and mission of the Buol Regency Library and Archives Office: 1) The vision of the Buol Regency Library and Archives Office is the realization of libraries and archives based on Information Communication Technology Towards an Intelligent and Civilized Society "; 2) The mission of the Buol Regency Library and Archives Office is to realize cooperation between institutions / institutions in the development of libraries and archives.

Organizational Structure at the Buol Regency Library and Archives Office

Organizational Structure That is the arrangement of important components or work units that have their own duties and authorities in an organization with a division of tasks that show how the functions or activities of each of the different

members have been coordinated. The organizational structure is intended with the aim of describing the division of tasks clearly, because with the existence of an organizational structure, it is hoped that every member involved in the organization can understand the position formally. So that there is clarity that regulates the line of command in operations so that the mechanism of the running of activities can be controlled.

Thus, it can be concluded that every organization to achieve the goal of smooth operation must have a clear organizational structure so that in the future in the operational process of the organization does not cause confusion for managers in carrying out tasks for managers in carrying out tasks.

The Effect of Work Motivation on Employee Performance at the Buol Regency Library and Archives Office.

The results of the t-test showed that work motivation had an effect on employee performance as evidenced by comparing tcal values and ttable values. The value obtained was $2.437 > ttable$ was 2.045 and the level of significance obtained was less than 0.05, which was 0.009, if the significance level was less than 0.05, then it can be concluded that work motivation has a positive and significant effect on the performance of employees at the Buol Regency Library and Archives Office. This is because the variable of work motivation when viewed from the frequency of respondents' answers, most employees answered in agreement and even strongly agreed with the existing statements. However, there are a small number of employees who answered that they disagree and even disagree in the statement I am satisfied with the work facilities provided. Motivation is a stimulus that is the motivation possessed by a person or a group of workers who are willing to work together optimally in carrying out something that has been planned to achieve the goals that have been set by the organization. The better the motivation that a person has at work, the greater the enthusiasm in completing the work. On the other hand, the lower or less than optimal motivation possessed by a person, it will cause a decrease in Employee Performance.

The results of this study are in line with the research conducted by Oki Agustian (2019) "The results of this study show that it partially has a significant effect on Employee Performance.

The Influence of Work Discipline on Employee Performance at the Buol District Library and Archives Office

The results of the t-test showed that work discipline had an effect on employee performance as evidenced by comparing tcal and ttable values. The value obtained by the calculation was $3.443 > ttable$ was 2.045 and the level of significance obtained was less than 0.05, which was 0.002, if the significance level was less than 0.05, it can be concluded that work discipline has a significant effect on the performance of employees at the Buol Regency Library and Archives Office. This is because the variable of work discipline when viewed from the frequency of respondents' answers, most employees answered in agreement and even strongly agreed with the existing statements. However, there are a small number of employees who answer that they disagree, Work discipline has a great influence on employee performance. The results of this study are strengthened by research conducted by Oki Agustian (2019) The

results of this study show that work discipline has a significant effect on employee performance.

The Influence of Work Motivation and Discipline of Krtja on Employee Performance at the Buol Regency Library and Archives Service

The results of the F test show that work motivation and work discipline simultaneously affect Employee Performance as evidenced by the significant value of the F test of 0.000 because the significant value is less than 0.05, then the Effect of Work Motivation and Work Discipline on Employee Performance is simultaneously accepted. That the influence of Motivation and Work Discipline on Employee Performance at the Buol Regency Library and Archives Service is in the high category. This can be seen from the hypothesis test, Work Motivation and Work Discipline have an influence of 12.425 with a significant level of 0.000 so that it can be seen that work motivation and work discipline have a significant influence on Employee Performance. The results of this study are in line with the research conducted by Hendra Saputro (2023) "The results of this study show that Work Motivation and Work Discipline simultaneously have a significant effect on employee performance

CONCLUSION

Conclusion

Based on the results of research and discussions that have been conducted regarding the influence of work motivation and work discipline on employee performance at the Buol Regency Library and Archives Service, it can be concluded as follows: 1) Work motivation has a significant effect on employee performance at the Buol Regency Library and Archives Service; 2) Work discipline has a significant effect on the performance of employees at the Buol Regency Library and Archives Service; 3) Work motivation and work discipline have a significant effect on the performance of employees at the Buol Regency Library and Archives Service.

Suggestions

The suggestions in this study are as follows: 1) To improve the performance of employees, it can be done by providing adequate health insurance; 2) It is necessary to improve work discipline in the office by building more open communication, so that good cooperation is established in work and; 3) For future researchers to be able to expand the population and research samples used to see the performance of an organization objectively and comprehensively. As well as developing these variables and combining them with other variables.

ACKNOWLEDGMENTS

All praise be to Allah SWT in all circumstances. The author is grateful to Him for all His guidance, help, and abundant grace so that we can finish this article. Thank you to the Management Study Program and the Development Economics Study Program at Mujahidin Economics College for the opportunity given so that we can publish this article.

References:

Arikunto, (2020), penelitian kuantitatif dan kualitatif. Alfabeta Bandung

Andika, (2019), Analisis jalur pengaruh motivasi kerja, disiplin kerja, kepuasan kerja, lingkungan kerja terhadap kinerja karyawan dengan variabel intervening organizational citizenship behavior

Ajabar, (2020), pengaruh disiplin kerja Terhadap produktivitas kerja karyawan pada PT Musi Banyuasin Indah

Afandi, (2018), analisis motivasi kerja untuk meningkatkan kinerja karyawan pada Fresh Laundry Pematangsiantar: jurnal ekonomi 5 (1), 59-64-2023

Agus Halim, (2023), pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja pegawai pada Kantor Kecamatan Kaluku Kabupaten Mamuju : jurnal ilmiah umum manajemen vol 2, No 1 (2023) ISSN (cetak) 2621-7406 ISSN (online) 2656-6265

Burhannudin, (2019), pengaruh disiplin kerja terhadap kinerja pegawai di Kantor Kecamatan Kaluku: Jurnal Ilmiah Ilmu Manajemen vol 2, No 1 (2023) ISSN (cetak) 2621-7406 ISSN (online) 2656-6265

Evi Wulandari, (2018), pengaruh disiplin kerja dan keselamatan kesehatan kerja terhadap kinerja pegawai Dinas Penanggulangan Kebakaran dan Penyelamatan Kota Administrasi Jakarta Barat

Emy, (2019), pengaruh motivasi dan lingkungan kerja terhadap kinerja pegawai pada Dinas Pendidikan Provinsi Jawa Barat

Febrianti N R, (2019), pengaruh motivasi kerja dan pengalaman kerja terhadap produktivitas tenaga kerja pada PT. Surya Unggas Mandiri

Ghozali I, (2018), Aplikasi analisis multivariate dengan program IBM SPSS 25. Semarang: Badan penerbit Universitas Diponegoro

(2019), Aplikasi analisis multivariate. Semarang: Universitas Diponegoro

(2021), Aplikasi analisis multivariate dengan program IBM SPSS 26 Edisi 10. Badan penerbit Universitas Diponegoro

Hasibuan (2017), Analisis motivasi kerja pegawai PPPK pada Instansi X : jurnal media administrasi. Vol 8, No 1, April 2023

(2019) , pengaruh disiplin kerja dan motivasi kerja terhadap kinerja pegawai di bagian Gaji dan Tatausaha Biro Umum Sekretariat Jenderal Kementerian Kesehatan Republik Indonesia : Jurnal Ilmu Administrasi Publik vol 3, No 1.

Hendrayani, (2020), pengaruh disiplin kerja terhadap kinerja karyawan pada PT. Anugrah Niaga Jaya Cabang Pekan Baru

Kasmir, (2019), pengaruh gaya kepemimpinan dan budaya organisasi terhadap kinerja pegawai Kantor Pertanahan Kabupaten Deli Serdang dengan Motivasi sebagai variabel Intervening

Khaeruman et al, (2021) pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai pada Dinas Perumahan dan Kawasan Permukiman Kabupaten Bungo

Maria Maqdalena, (2021), pengaruh kompetensi sumber daya manusia, disiplin kerja dan kompensasi terhadap kinerja Aparatur Sipil Negara pada Dinas Pendidikan Profinsi Papua Barat

Nuri dan Rivai, (2019), pengaruh motivasi kerja dan kemampuan kerja terhadap kinerja karyawan PT. PLN (persero) Jawa Timur

Nadeak, (2020), pengaruh gaya kepemimpinan terhadap kinerja pegawai dengan motivasi dan disiplin kerja sebagai variabel mediating pada Dinas Sosial Kabupaten Labuhanbatu Utara

Oki Agustian (2019), pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai pada kantor badan pusat statistik (BPS) kota makassar

Pratama dan Dhermawan, (2020), pengaruh kompensasi, disiplin kerja, dan beban kerja

terhadap kinerja Rumah Sakit Aisyiyah Purworejo: jurnal ilmiah mahasiswa manajemen, bisnis dan akuntansi (JIMMBA) 2 (4), 537-545'2020

Rahayu, (2019), pengaruh disiplin kerja, motivasi, dan lingkungan kerja terhadap kinerja karyawan PT Starfood Internasional: jurnal ilmu dan riset manajemen (JIRM) 8 (4), 2019

Sugiyono, (2017), metode penelitian kuantitatif, kualitatif, dan R&D. Bandung Alfabeta

Sinaga, (2020), pengaruh budaya organisasi, lingkungan kerja, transfer ilmu, dan penerapan teknologi informasi terhadap kinerja manajerial dimensi, vol 9, No 3 : 412-443 November 2020 ISSN : 2085-9996

Syarif Nabila, (2023), pengaruh disiplin kerja dan kepuasan kerja terhadap kinerja pegawai Kantor Kecamatan BantarGadung SukaBumi

Susilo, (2023), Behavioral Science journal, volume 1 nomor 2 (September 2023) | <https://jurnal.syedzasantika.ac.id>

Sunyoto, (2018), pengaruh motivasi kerja, disiplin kerja, kepuasan kerja, lingkungan kerja terhadap kinerja karyawan dengan variabel intervening organizational citizenship behavior

Silaen, (2021), pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai dinas Pendidikan dan Kebudayaan

Sinambela, (2018), pengaruh disiplin kerja dan motivasi terhadap kinerja karyawan PT Suara Bersama, Jakarta

Sutrisno, (2019), pengaruh gaya kepemimpinan dan disiplin kerja terhadap kinerja pegawai pada UKM Industri Kerajinan Keramik Suharto Dinoyo Malang

Vira Destianti, (2021), pengaruh stress kerja dan motivasi kerja terhadap kinerja karyawan di Dinas Kebudayaan dan Pariwisata Kota Bandung