

Influence Of Work Discipline And Work Motivation On Employee Productivity

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Abstract

This study aims to analyze the factors of work discipline and work motivation factors that have an influence on employee productivity in the production unit of PT Ateja Grace Texindo. This study used descriptive analysis using Google Forms as a data collection method for 30 employee respondents at the production unit of PT Ateja Grace Texindo. The sampling method in this study used non-probability sampling. Then the data was processed and analyzed using the IBM SPSS Statistic 22 software application. This study found that work motivation factors have an influence on employee productivity at PT Ateja Grace Texindo in the production unit section. However, the work discipline factor has no effect on employee productivity at PT Ateja Grace Texindo in the production unit section.

Keywords : *Work Discipline, Work Motivation, Employee Productivity, Human Resource Management*

Abstrak

Penelitian ini bertujuan untuk menganalisis faktor disiplin kerja dan faktor motivasi kerja yang berpengaruh terhadap produktivitas kerja karyawan di unit produksi PT Ateja Grace Texindo. Penelitian ini menggunakan analisis deskriptif dengan menggunakan Google Forms sebagai metode pengumpulan data terhadap 30 responden karyawan unit produksi PT Ateja Grace Texindo. Metode pengambilan sampel dalam penelitian ini menggunakan non-probability sampling. Kemudian data diolah dan dianalisis dengan menggunakan aplikasi software IBM SPSS Statistic 22. Penelitian ini menemukan bahwa faktor motivasi kerja berpengaruh terhadap produktivitas kerja karyawan PT Ateja Grace Texindo bagian unit produksi. Akan tetapi faktor disiplin kerja tidak berpengaruh terhadap produktivitas karyawan pada PT Ateja Grace Texindo bagian unit produksi.

Kata Kunci : Disiplin Kerja, Motivasi Kerja, Produktivitas Karyawan, Manajemen Sumber Daya Manusia

INTRODUCTION

Based on data from agtex.co.id, PT. Ateja Grace Texindo, West Bandung Regency, is a Technical Textile Manufacturing company that produces various types of fabrics with different models, which are then sold in several regions in Indonesia and abroad. Currently, the author is conducting research on employees in the production unit at PT Ateja Grace Texindo, West Bandung Regency, which is located on Jalan Raya Batujajar KM. 3 No. 330, Giriasih,

Kec. Batujajar, Bandung Regency, West Java 40561. The work unit in the production section of PT. Ateja Grace Texindo West Bandung Regency includes Lacquering and Quality control sections. PT. Ateja Grace Texindo, West Bandung Regency, in its production activities, employees are required to achieve predetermined targets with a working time that has also been determined by the company as an effort to meet company targets. As for each production employee must be able to produce 10,000 (ten thousand) square meters for 1 (one) day. In other words, employees must have a high level of productivity because employees must be able to achieve these daily targets. So in this case that an employee can be said to be productive if the employee is able to produce goods (output) according to the specified quality in a shorter time (input), so that in his work a high level of employee work productivity can be achieved.

Thus, it is important for companies to increase employee work productivity so that companies can develop and maintain the company. The following is the output of PT. Ateja Grace Texindo West Bandung Regency and its production targets. Employee productivity can be seen from the results of work in the form of output and the number of resources used in the form of input. The higher the production achieved, the higher the productivity of employees, the greater the activity of employees, the greater the opportunity to achieve company goals. Basically, all companies want their employees to have high productivity, so does PT. Ateja Grace Texindo, West Bandung Regency. But in fact, the productivity of PT. Ateja Grace Texindo West Bandung Regency has not been able to reach the target that has been set. However, in reality, currently there are still employees who violate the work rules and regulations that have been determined by the company, this is due to an employee's lack of sense of responsibility for the tasks assigned to him and this can affect employee work productivity.

RESEARCH METHOD

The choice of the descriptive method approach itself aims to determine the value of the independent variable, either one variable or more, without making comparisons or relating it to other variables. Meanwhile, the associative method is used to see the relationship between two or more variables (Soedibjo, 2018). In this study the descriptive method was used to see descriptions, conditions, and fluctuations regarding the variables to be analyzed, namely work discipline, work motivation and employee productivity. While the use of the associative method aims to see the correlation between variables, namely work discipline, work motivation and employee productivity.

Unit of Analysis

The unit of analysis is the unit that will be used to explain or describe the characteristics of a much larger collection of objects (Soedibjo, 2018). The unit of analysis in this study is the employees in the production unit at PT. Ateja Grace Texindo, West Bandung Regency.

Population and Sampling Techniques

According to (Sugiyono, 2016) population is a generalized area consisting of objects that have certain qualities and characteristics set by researchers to be studied and then

conclusions drawn. The population to be studied in this study are employees in the production unit at PT Ateja Grace Texindo.

According to (Sugiyono, 2016) The sample is part of the number and characteristics possessed by the population. While the sampling technique is sampling technique. To determine the sampling to be used in this study, the authors use probability sampling technique. Probability sampling technique is a sampling technique that provides equal opportunity for each element of the population to be selected as a member of the sample. While the type of probability sampling used is simple random sampling.

Method of collecting data

The data used in this study uses primary data. Primary data is information obtained for the first time by researchers regarding variables that are the main objective of research (Soedibjo, 2018). Primary data from this study were taken from the results of the questionnaire that was filled out by the respondents which contained the identity and statements of the respondents.

Variable Operationalization

Based on the research title " The Effect of Work Discipline and Work Motivation on Employee Productivity in Production Units at PT. Ateja Grace Texindo, West Bandung Regency", it can be determined that the concepts measured in this study are defined as follows:

- a. Independent variable 1 (independent) is Work Discipline (X1);
- b. Independent variable 2 (independent) is Work Motivation (X2);
- c. The dependent variable (dependent) is Employee Productivity (Y).

Respondent Profile

The data used in this research is primary data. This research was conducted on 30 respondents through direct distribution of questionnaires. Respondents in this study were employees in the production unit at PT Ateja Grace Texindo, West Bandung Regency. Most of the respondents in this study were unmarried. There is a level of length of work reviewed in this study. The first group is employees who have worked for less than one year. The second group is employees who work between one and five years. The third group is employees who have worked for more than five years (The data shows that the respondents in this study were dominated by employees who worked for between one and five years). The characteristics of the respondents in terms of age ranged from 18 years to more than 25 years. The number of respondents was 18 people, 10 respondents aged 26-35 years, and 2 respondents aged 36-45 years.

Hypothesis

Testing this study using multiple linear regression analysis. In this study there were 2 (two) independent variables, namely work discipline and work motivation and the dependent

variable, namely employee productivity at the production unit of PT Ateja Grace Texindo. The form of the hypothesis is as follows:

H0 : $\beta_{yx1} = 0$: There is no effect of work discipline on employee productivity.

H1 : $\beta_{yx1} \neq 0$: There is an effect of work discipline on employee productivity.

H0 : $\beta_{yx1} = 0$: There is no effect of work motivation on employee productivity.

H1 : $\beta_{yx1} \neq 0$: There is an effect of work motivation on employee productivity.

H0 : $\beta_{yx1} = 0$: There is no effect of work discipline and work motivation on employee productivity.

H1 : $\beta_{yx1} \neq 0$: There is an effect of work discipline and work motivation on employee productivity.

Research Instrument Testing Results

A. Validity Test

The criteria used to determine whether an instrument is valid or not is by setting a critical value of 0.3. This means that if the correlation coefficient is > 0.3 then the variable is declared valid (Soedibjo, 2018). This study uses a tool in the form of the SPSS application version 22.

1) Work Discipline Variable Validity Test (X1)

The results of the validity test on the Work Discipline variable (X1) are shown in table 1.as follows:

Table 1. Result of Validity Test on Work Discipline Variable

Question Items	<i>r</i> hitung	<i>r</i> kritis	Notes
X _{1.1}	0,638	0,3	Valid
X _{1.2}	0,782	0,3	Valid
X _{1.3}	0,644	0,3	Valid
X _{1.4}	0,464	0,3	Valid
X _{1.5}	0,671	0,3	Valid
X _{1.6}	0,487	0,3	Valid
X _{1.7}	0,526	0,3	Valid
X _{1.8}	0,546	0,3	Valid

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on table 1. above, it can be seen that the researcher tested the validity of a set of statements or items labeled X1.1 to X1.8. The critical value is 0.3, and all items have correlations calculated above this threshold, indicating that the items are valid.

2) Test the Validity of Work Motivation Variables (X2)

The results of the validity test on the Work Motivation variable (X2) are shown in table 2 as follows:

Tabel 2. Result of Validity Test on Work Motivation Variable

Item Pernyataan	<i>r</i> hitung	<i>r</i> kritis	Keterangan
X _{2.9}	0,788	0,3	Valid
X _{2.10}	0,740	0,3	Valid
X _{2.11}	0,639	0,3	Valid
X _{2.12}	0,627	0,3	Valid
X _{2.13}	0,634	0,3	Valid
X _{2.14}	0,685	0,3	Valid

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on table 2. above, it can be seen that the researcher tested the validity of a set of statements or items labeled X2.9 to X2.14 Overall based on the data in the table, it can be concluded that all of these items are valid because the correlation calculated for each item is above the critical value of 0.3.

3) Test the Validity of Employee's Productivity Variables (Y)

The results of the validity test on the Employee's Productivity variable (Y) are shown in table 3 as follows:

Tabel 3 Result of Validity Test on Employee's Productivity Variable

Item Pernyataan	<i>r</i> hitung	<i>r</i> kritis	Keterangan
Y _{1.15}	0,577	0,3	Valid
Y _{1.16}	0,635	0,3	Valid
Y _{1.17}	0,687	0,3	Valid
Y _{1.18}	0,687	0,3	Valid
Y _{1.19}	0,720	0,3	Valid
Y _{1.20}	0,526	0,3	Valid
Y _{1.21}	0,651	0,3	Valid
Y _{1.22}	0,489	0,3	Valid
Y _{1.23}	0,564	0,3	Valid
Y _{1.24}	0,412	0,3	Valid
Y _{1.25}	0,701	0,3	Valid
Y _{1.26}	0,422	0,3	Valid

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on table 3 above, it can be seen that the researcher tested the validity of a set of statements or items labeled Y1.15 to Y1.26 Overall based on the data in the table, it can be concluded that all of these items are valid, because the correlation calculated for each item is above the critical value of 0.3.

B. Reliability Test

Reliability test is the degree of accuracy, precision or accuracy intended by the research instrument. The measurement of the reliability test that will be used in this study is the SPSS analysis software, namely the Cronbach alpha statistical test. One construct or variable is declared reliable if the Cronbach alpha value is > 0.60 (Soedibjo, 2018).

1) Work Discipline Variable Reliability Test (X1)

The results of the reliability test on the price variable (X1) can be seen in table 4. as follows:

Table 4 Result of Reliability Test on Work Discipline Variable

Reliability Statistics

Cronbach's Alpha	N of Items
.731	8

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on table 4 it can be seen that the value of Cronbach's Alpha in the work discipline variable is above 0.6, namely 0.731. This value indicates the level of reliability of the measure. Thus, based on this table, it can be concluded that this variable has a fairly good level of reliability.

2) Work Motivation Variable Reliability Test (X2)

The results of the reliability test on the Work Motivation variable (X2) can be seen in table 5 as follows:

Table 5 Result of Reliability Test on Work Motivation Variable

Reliability Statistics

Cronbach's Alpha	N of Items
.773	6

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on table 5 it can be seen that the Cronbach's Alpha value on the Work Motivation variable is above 0.6, namely 0.773. Thus, based on this table, it can be concluded that this variable has a fairly good level of reliability.

3) Employee's Productivity Variable Reliability Test (Y)

The results of the Reliability test on the Employee's Productivity variable (Y) can be seen in table 6 as follows:

Table 6 Result of Validity Test on Employee's Productivity Variable Reliability Statistics

Cronbach's Alpha	N of Items
.821	12

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on table 6 it can be seen that the value of Cronbach's Alpha on the Employee's Productivity variable is above 0.6, namely 0.821. Thus, based on this table, it can be concluded that this variable has a fairly good level of reliability.

Classical Assumption Test Results

1. Normality Test Results

The normality test is a statistical analysis that aims to determine whether a data distribution has normal characteristics or not.

1. Kolmogorov-Smirnov Test

The following is the result of data processing using SPSS.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.42773479
Most Extreme Differences	Absolute	.111
	Positive	.111
	Negative	-.072
Test Statistic		.111
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Figure 1. Kolmogorov-Smirnov Test of Regression Standardized Residual

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on the results of data processing which can be seen in Figure 1. it can be concluded that the random samples are normally distributed with a significance value of 0.2 where the value is greater than 0.1.

2. Multicollinearity Test Results

Multicollinearity test aims to check whether there is a strong relationship between several independent variables in a regression model.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	20.016	8.570		2.336	.027		
DISIPLIN KERJA	.240	.192	.185	1.245	.224	.981	1.020
MOTIVASI KERJA	.908	.229	.590	3.958	.000	.981	1.020

a. Dependent Variable: PRODUKTIVITAS KARYAWAN

Figure 2 Multicollinearity Test Result

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on the test results that can be seen in Figure 2, there is no strong relationship between the independent variables in the regression model tested. This can be seen from the tolerance value, which is $0.981 > 0.01$ and the Variance Inflation Factor (VIF) value, which is $1.020 < 10$. Thus, the regression model shows no multicollinearity.

3. Autocorrelation Test

Autocorrelation can cause problems in the regression model, such as the instability of the regression coefficients, and can lead to inaccurate results. A good regression model is a regression that is free from autocorrelation. The method used by the author to detect whether there is autocorrelation is by using the Durbin-Watson test (DW test). The DW Test value can be seen in Figure 3 below:

Model Summary^b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin-Watson
1	.642 ^a	.412	.369		3.552	1.895

a. Predictors: (Constant), MOTIVASI KERJA, DISIPLIN KERJA

b. Dependent Variable: PRODUKTIVITAS KARYAWAN

Figure 3 Autocorrelation Test Result

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on the picture 3 above, by processing data using IBM SPSS Statistics 22, the Durbin-Watson value is 1.895. The Durbin-Watson upper limit value (dU) is 1.566. So it can be concluded that the final result is $1.566 < 1.895 < 2.434$, which means that the Durbin-Watson value is between the upper limit value of Durbin-Watson (dU) and $4-dU$ where there is no autocorrelation and can be used for further analysis.

*Influence Of Work Discipline And Work Motivation
On Employee Productivity*

1	(Constant)	20.016	8.570		2.336	.027			
	DISIPLIN KERJA	.240	.192	.185	1.245	.224	.267	.233	.184
	MOTIVAS I KERJA	.908	.229	.590	3.958	.000	.615	.606	.584

a. Dependent Variable: PRODUKTIVITAS KARYAWAN

Figure 5 Zero-Order Correlations

Source: Result of SPSS Calculation on 22nd Version, 2023

- 1) The magnitude of the influence of work discipline on employee productivity, namely:
 $0.240 \times 0.267 \times 100 = 0.06408 = 6.408\%$
- 2) Based on the effect of work motivation on employee productivity, namely:
 $0.908 \times 0.615 \times 100 = 0.55842 = 55.842\%$

Based on the calculation above, it can be concluded that the results of the analysis of the two independent variables analyzed, it can be seen that the work discipline variable contributes to employee productivity by 0.06408 or 6.408% =, while for the magnitude of the contribution of work motivation to employee productivity is equal to 0. 55842 or about 55.842%.

Coefficient of Simultaneous Determination

The test results using IBM SPSS Statistics 22 can be seen in the following figure:

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.642 ^a	.412	.369	3.552

- a. Predictors: (Constant), MOTIVASI KERJA, DISIPLIN KERJA
- b. Dependent Variable: PRODUKTIVITAS KARYAWAN

Figure 6 R Square

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on calculations using IBM SPSS Statistics 22 in figure 1.8, it can be concluded that the coefficient of determination R square is 0.412. With this coefficient value, it can be concluded that the independent variables in this study, namely work discipline and work motivation, have an influence of 41.20% on employee productivity and the remaining 58.80% is influenced by other factors not included in this study.

DISCUSSION

How is the Work Discipline of Employees in the Production Unit Section of PT Ateja Grace Texindo. Based on the descriptive processing results, it can be concluded that the Work Discipline variable consists of eight (8) questions with an actual average weight value of 137 so that the value is included in the "Very Good" category because it is in the interval 130 - 154. The results have a value the lowest actual weight in the statement "The company has complied with SPSI regulations" with an actual weight value of 130. This could be because the majority of employees at PT Ateja Grace Texindo do not know much about information that the company has complied with SPSI regulations or they do not fully understand will SPSI. In addition, there is the highest actual weight value in the statement "I comply with the dress code set by the company" with an actual weight value of 145. This means that the majority of PT Ateja Grace Texindo's employees strictly adhere to the dress code set by the company.

1) How is the Work Motivation of Employees in the Production Unit Section of PT Ateja Grace Texindo

Based on the results of descriptive processing, it can be concluded that the Work Motivation variable consists of six (6) statement questions with an average actual weight value of 128 so that the value is included in the "Good" category because it is in the interval 105 - 129. The results show that that the lowest actual weight value is in the statement "I Get an Award When I Achieve" with an actual weight value of 114. This can be caused because only certain employees (who excel) at PT Ateja Grace Texindo get awards or appreciation. In addition, there is the highest actual weight value in the statement "I Communicate Well With Colleagues" with an actual weight value of 137. This means that PT Ateja Grace Texindo's fellow employees maintain good relations through communication so that there is rarely an internal conflict within within the company.

2) How is Employee Productivity in the Production Unit Section of PT Ateja Grace Texindo

Based on the results of descriptive processing, it can be concluded that the Employee Productivity Variable consists of twelve (12) statement questions with an actual average weight value of 130 so that this value is included in the "Very Good" category because it is in the interval 130 - 154. In the results It is known that the lowest actual weight value is in the statement "I Work to Produce Products with a Large Quantity" with an actual weight value of 117. This can be caused by not only certain employees at PT Ateja Grace Texindo who work to produce products in large quantities. In addition, there is the highest actual weight value in the statement "I am trying to develop myself" with an actual weight value of 140. This means that the majority of PT Ateja Grace Texindo's employees greatly improve their self-quality in order to create productivity at work.

3) The Effect of Work Discipline on Employee Productivity in the Production Unit Section of PT Ateja Grace Texindo

To see the significance of the effect of work discipline on employee productivity at PT Ateja Grace Texindo can be seen in the regression output below :

*Influence Of Work Discipline And Work Motivation
On Employee Productivity*

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.016	8.570		2.336	.027
DISIPLIN KERJA	.240	.192	.185	1.245	.224
MOTIVASI KERJA	.908	.229	.590	3.958	.000

a. Dependent Variable: PRODUKTIVITAS KARYAWAN

Figure 7 T-test Result

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on the results of processing the t test using SPSS, it can be obtained that the significance value of the work discipline variable is $0.224 > 0.1$ (research significance level). The t test with a value of $\alpha = 10\%$, it is known that $n = 30$ with $df = n-k-1 = 30-2-1 = 27$ is 1.70329, the work discipline variable shows a t count of 1.245 which means it is smaller than the t table value of 1.70329 > 1.245 then H_0 is accepted and H_1 is rejected. This means that there is no influence of work discipline on employee productivity.

4) The Effect of Work Motivation on Employee Productivity in the Production Unit Section of PT Ateja Grace Texindo

In addition, there is a t test (partial test) to find out whether partially work discipline has a significant influence or not on employee productivity. The following are the results of the t test using IBM SPSS Statistics 22 data processing:

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	20.016	8.570		2.336	.027
DISIPLIN KERJA	.240	.192	.185	1.245	.224
MOTIVASI KERJA	.908	.229	.590	3.958	.000

a. Dependent Variable: PRODUKTIVITAS KARYAWAN

Figure 8 T-test Result

Source: Result of SPSS Calculation on 22nd Version, 2023

Based on the results of processing the t test using SPSS, it can be obtained that the significance value of the work discipline variable is $0.000 < 0.1$ (research significance level). The t test with a value of $\alpha = 10\%$, it is known that $n = 30$ with $df = n - k - 1 = 30 - 2 - 1 = 27$ is 1.70329 , the work discipline variable shows a t count of 3.958 which means it is smaller than the t table value of $1.70329 < 3.985$ then H_0 is rejected and H_1 is accepted. This means that there is a significant influence of work motivation on employee productivity.

6) The Effect of Work Discipline and Work Motivation on Employee Productivity in the Production Unit Section of PT Ateja Grace Texindo

The results of the F test show that the calculated F value is 9.475 while the F table value with a significance level of $\alpha = 10\%$ with degrees of freedom $V_1 = k = 2$; $V_2 = n - k = 30 - 2 = 28$. This means that the F table value is 3.34 and it can be concluded that the statistical calculation results show an F count value of $9.475 > F$ table 3.34 . A significance value of $0.000 < 0.1$ means that H_0 is rejected and H_1 is accepted, meaning that work discipline and work motivation simultaneously have a significant effect on employee productivity at PT Ateja Grace Texindo.

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	239.135	2	119.568	9.475	.001 ^b
1 Residual	340.732	27	12.620		
Total	579.867	29			

a. Dependent Variable: PRODUKTIVITAS KARYAWAN

b. Predictors: (Constant), MOTIVASI KERJA, DISIPLIN KERJA

Figure 9 F-test Result

Source: Result of SPSS Calculation on 22nd Version, 2023

CONCLUSION

Based on the data that has been obtained and the results of data processing in this study, the following conclusions can be drawn: Work discipline is included in the very good category, but there are still weak aspects, namely regarding the company's compliance with regulations at SPSI which employees do not yet know. Work motivation is included in the good category, but there are still weak aspects, namely regarding giving awards when employees excel. Employee productivity is included in the very good category, but there are still weak aspects, namely regarding employees not being able to produce products in large quantities. There is no effect of work discipline on employee productivity at the production unit of PT Ateja Grace Texindo. Work motivation partially affects the productivity of employees at the production unit of PT Ateja Grace Texindo. Work discipline and work motivation partially affect the productivity of employees at the production unit of PT Ateja Grace Texindo.

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