

THE INFLUENCE OF WORK MOTIVATION, JOB SATISFACTION, AND WORK DISCIPLINE, ON EMPLOYEE PERFORMANCE INDEPENDENT ELECTION COMMISSION (KIP) CITY LHOKSEUMAWE AND ACEH UTARA

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Abstract

This research aims to determine the influence of the work motivation, job satisfaction, work discipline on employee performance at Komisi Independen Pemilihan (KIP) of Lhokseumawe City and Aceh Utara. The independent variables in this research are work motivation, job satisfaction, and work discipline, meanwhile the dependent variable is employee performance. This type of research uses quantitative methods and data collection uses a questionnaire containing questions and statements by distributing them to the employees concerned at Komisi Independen Pemilihan (KIP) of Lhokseumawe City and Aceh Utara. By giving scores using a Likert scale. This research was conducted with a population of 68 employees, where sampling used the saturated sample method. This research uses multiple linear regression analysis with the SPSS (Statistical Program For Social Science) program. . The results of this research indicate that the work motivation has a positive and significant effect on employee performance at Komisi Independen Pemilihan (KIP) of Lhokseumawe City and Aceh Utara, job satisfaction has a positive effect on employee performance at Komisi Independen Pemilihan (KIP) of Lhokseumawe City and Aceh Utara, work discipline has a positive and significant effect on employee performance at Komisi Independen Pemilihan (KIP) of Lhokseumawe City and Aceh Utara.

Keywords: *work motivation, job satisfaction, work discipline, employee performance*

INTRODUCTION

The increasing competition in various sectors has encouraged organisations to focus more on managing and maintaining management. This aims to build a strong managerial system in order to remain relevant. In this context, special attention is paid to human resources, i.e. employees, as the main element in the organisation. Human resources have an important role in planning, organising, managing personnel, mobilising, and supervising every operational function to achieve organisational goals. Companies also strive to find solutions to improve performance within them (Sedarmayanti, 2020). An institution is operated by a group of individuals who are actively involved in trying to achieve an institutional goal, The achievement of this goal is only possible with the efforts of the members of the institution. The achievement or failure of an organisation to achieve its targets can be measured by the overall performance of the institution. Therefore, institutions need to manage and optimise their human resources, the resources owned by government agencies will not produce the best performance without the support of human resources who have superior performance. Efforts to improve organisational performance begin with improving employee performance (Nata & Reza, 2017). The institution that is the object of research is an institution engaged in organizing elections or better known as the Komisi Independen Pemilihan (KIP), The phenomenon of increasingly complex election monitoring in Indonesia requires the Komisi Independen Pemilihan (KIP) to improve its performance and integrity in carrying out its duties. the Komisi Independen Pemilihan (KIP) has an important responsibility in ensuring that the electoral process is fair and transparent, and free from

intervention by any party. However, in practice, KIP faces considerable challenges, including allegations of political intervention and lack of transparency in the recruitment of members. This condition is a serious concern, because optimal KIP performance is needed to maintain public trust in the democratic process. The public expects KIP not only to function as an election organizer, but also as an independent and professional watchdog. Unfortunately, there are still a number of obstacles, such as the lack of understanding of KIP members regarding election regulations and pressure from certain parties. Therefore, it is important for KIP to strengthen its internal mechanisms and increase the capacity of its members through relevant training and education. By creating a supportive working environment, as well as providing adequate skills, it is hoped that KIP can better perform its functions. This will improve the quality of elections in Indonesia and strengthen democracy as the foundation of the country.

The performance problems faced by the KIP of Lhokseumawe City and North Aceh are very complex. Among these are workloads that increase significantly ahead of elections, limited human resources in handling high volumes of work, and a lack of ongoing training to improve employee skills. Working conditions that are not always conducive, including inadequate facilities and time pressure, often affect employee morale and productivity. In addition, a reward system that has not fully accommodated employees' needs is also one of the factors that has the potential to reduce work motivation. The phenomenon of employee motivation in the Komisi Independen Pemilihan (KIP) of Lhokseumawe City and Aceh Utara shows significant challenges in improving morale, where work is often perceived as lacking variety and support from superiors is not maximized. Employees appear to work only to fulfill minimum obligations, with no initiative to achieve higher performance, resulting in low productivity and work quality.

Another challenge faced is the varying levels of employee discipline. Work discipline is an important element in ensuring compliance with organizational rules and timely completion of tasks. Undisciplined employees tend to hinder the work process, especially in a work environment like KIP, where timeliness and accuracy are critical. In this case, consistent rule enforcement and a fair management approach can help improve work discipline. Job satisfaction is also an important issue in improving employee performance. Job satisfaction reflects the extent to which employees' needs and expectations are met by the organization. Factors such as work atmosphere, relationships between colleagues, support from superiors, and clarity in the distribution of tasks greatly affect the level of job satisfaction. When employees are satisfied, they tend to show higher commitment to the organization and contribute maximally in their work. The presented data interests researchers to continue research and find out more with the title "The Effect of Work Motivation, Job Satisfaction and Work Discipline, on the Performance of Employees of the Komisi Independen Pemilihan (Kip) of Lhokseumawe City and Utara Aceh".

LITERATURE REVIEW

Employee Performance

Employee performance is what affects how much they contribute to the organization, including the amount of output, quality of output, duration of output at work attendance and cooperative attitude (Budirianti et al., 2020). According to Samsudin (2019) employee performance is a reflection of the achievements given by an individual in the work environment. It includes the extent to which an individual achieves the targets, responsibilities assigned to him or her. Employee performance encompasses various aspects, for example, productivity, standard of work timeliness, and their contribution to organizational goals.

Work Motivation

Motivation is the activity of encouraging someone or oneself to take the desired action. So motivation means Inspiring others or yourself when carrying out an action to achieve satisfaction and targets, certain methods that will lead to the best results (Jufrizen, 2021). motivation is a factor that significantly influences human behaviour. It is also known as a spur, drive, support, or need that excites individuals with enthusiasm and motivation in order to reduce and realise personal desires, thereby being able to act and act.(Dahlia & Kunci, 2022). According to Affini et al., (2021) Motivation is a form of guidance or proper guidance and provision of resources, as well as appreciation to make employees feel encouraged and interested in working. according to the wishes of the worker. Motivation itself can be interpreted as a condition in a person so that the person is motivated to do an activity (Helia et al., 2023).

Job Satisfaction

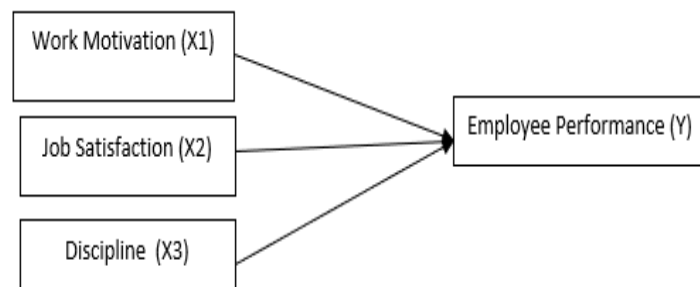
Job satisfaction can be defined as an employee's view, attitude, and behavior about how they do their job well. Job satisfaction will create a pleasant feeling that will encourage employees to be motivated in carrying out their work. whereas if employees feel disappointed, employees will be lazy in doing their work, so they will not achieve company goals (Bhastary, 2020). Job satisfaction is a unidimensional construct, where an individual has a general satisfaction or disappointment with their job. A positive stance towards work can be measured as job satisfaction, and a negative stance towards work is the same as being disappointed (Pasulu et al., 2023). Meanwhile, according to (Hustia et al., 2021) Job satisfaction describes workers' positive feelings towards work and everything they face in their work environment.

Work Discipline

Discipline is the understanding and willingness of individuals to obey institutional regulations and social standards that are applied. If employees have good work discipline, it will affect the achievements they can achieve at work. If they do not have a good disciplinary attitude, employees will have difficulty in achieving the ideal results set by the company Hasibuan, (2021). According to Dewi, et.all (2023), work discipline is something that leaders use so that employees can carry out their activities in accordance with the rules set by the institution and are able to improve performance at work. Discipline is the awareness and willingness to carry out all institutional provisions and norms applied (Daraji, 2023).

Conceptual Framework

Based on the literature review, the phenomena described above, and the results of previous studies that have been found by these researchers as a basis for formulating hypotheses in helping researchers conduct research, a theoretical framework is made that will facilitate researchers in collecting research data. The conceptual framework is as follows:



Picture: Conceptual Framework

Based on the study of this research, the formulation of the hypothesis is as follows:

- H1 = Work Motivation affects the Performance of Employees of the Independent General Election Commission (KIP) of Lhokseumawe City and North Aceh
- H2 = Job Satisfaction affects the Performance of Employees of the Independent General Election Commission (KIP) of Lhokseumawe City and North Aceh
- H3 = Work Discipline affects the Performance of Employees of the Independent General Election Commission (KIP) of Lhokseumawe City and North Aceh.

METHOD

Location and Object of Research

The object of research is a research focus that aims to obtain accurate data and make it easier for the author to determine the topics to be discussed in a study (Sugiyono, 2019). the focus of this research is KIP employees who are seen based on work motivation, job satisfaction, work discipline and also employee performance. The location of this research was conducted at the Independent General Election Commission (KIP) of Lhokseumawe City Jalan T. Ibrahim Agoeng No.3, Uteun Kot, Kec. Muara Dua. And KIP North Aceh Jl. Medan - Banda Aceh, Alue Mudem, Kec. Lhoksukon, North Aceh Regency, Aceh 24386.

Operational Definition of Variables

work motivation (X1) Work motivation is a behavior, also known as a driver, desire, motivator, or need, functioning as a factor that encourages a person to be excited and motivated and fulfill their own impulses. Job satisfaction (X2) Job satisfaction is an attitude, behavioral behavior and view that an employee has in carrying out his duties. Work discipline (X3) Work discipline is a person's ability to work consistently, diligently, and in accordance with existing regulations without predetermined conditions. Employee Performance (Y) Employee performance is the behavior shown by each individual as a result of work achievement in accordance with their role in the company which reflects employee performance. This performance is a crucial element in supporting the company to achieve its goals. The method used to test hypotheses and analyze data is Multiple Linear Regression through SPSS software. The formulation of multiple regression analysis in this study is as follows:

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Where:

- Y = Employee Performance
- b₀ = Constant
- b₁-b₃ = Regression Coefficient
- X₁ = Work Motivation
- X₂ = Job Satisfaction
- X₃ = Work Discipline
- e = Error Term

RESULTS AND DISCUSSION

This study aimsto determine the effect of work motivation (X1), Job Satisfaction (X2), work discipline (X3) on employee performance (Y) at Komisi Independen Pemilihan (KIP) Therefore, multiple linear regression analysis is used to analyze its effect. The results of multiplelinear analysis with the SPSS version 26 program are obtained as follows:

Multiple Linear Regression Testing Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1(Constant)	2,010	0,935	
work motivation	0,394	0,064	0,429
Job Satisfaction	0,122	0,057	0,188
work discipline	0,269	0,063	0,416

Source: Data Processed (2024)

Hypothesis Testing

Effect of Partial Test Results (t test)

Partial Test (t test)

Variable	Unstandardized Coefficient		Standardized Coefficient Beta	t	Sig
	B	Std. Error			
(Constant)	2,010	0,935		2,149	0,035
work motivation	0,394	0,064	0,429	6,167	0,000
Job Satisfaction	0,122	0,057	0,188	2,133	0,037
work discipline	0,269	0,063	0,416	4,296	0,000

Source: Data Processed (2024)

1. The Work Motivation variable obtained a significant value of 0.000 or less than 0.05 (0.000 <0.05) and obtained a Thitung value of 6.167 or greater than the Ttable value of 1.99656 (6.167 > 1.99656) and obtained a coefficient value of 0.394. Based on these results, it can be concluded that work motivation has a positive and significant effect on employee performance. Therefore, the hypothesis stating that work motivation has a

- positive and significant effect on the performance of employees of the Independent Election Commission (KIP) of Lhokseumawe City and North Aceh is accepted (H1 accepted).
2. The job satisfaction variable obtained a significant value of 0.020 or smaller than 0.05 ($0.037 < 0.05$) and obtained a Thitung value of 2.133 or more than the Ttable value of 1.99656 ($2.133 > 1.99656$) and obtained a coefficient value of 0.122. So it is concluded that the job satisfaction variable has a positive and significant effect on employee performance. Therefore, the hypothesis stating that job satisfaction has a positive and significant effect on the performance of employees of the Independent Election Commission (KIP) of Lhokseumawe City and North Aceh is accepted (H2 is accepted).
 3. The discipline variable obtained a significant value of 0.020 or smaller than 0.05 ($0.000 < 0.05$) and obtained a Thitung value of 4.296 or more than the Ttable value of 1.99773 ($4.296 > 1.99656$) and obtained a coefficient value of 0.269. Thus it can be concluded that work discipline has a positive and significant effect on employee performance. Therefore, the hypothesis stating that work discipline has a positive and significant effect on the performance of employees of the Independent Election Commission (KIP) of Lhokseumawe City and North Aceh is accepted (H3 is accepted).

CONCLUSION

Based on the results of the analysis that has been carried out in testing WorkMotivation, Work Discipline, and Organizational Culture on Employee Performance, it can be concluded that:

1. Work Motivation has a positive and significant influence on Employee Performance.
2. Job Satisfaction and significant influence on Employee Performance.
3. Work Discipline has a positive and significant influence on Employee Performance.

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