

ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE AND EMPLOYEE MOTIVATION ON EMPLOYEE PERFORMANCE BMT BERINGHARJO

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Abstract: Human resources (HR) will play a positive or negative role in the performance of a company by applying work discipline and work motivation. However, BMT Beringharjo Still long work motivations based on Islamic values to improve HR performance. In addition, the success of the company is largely determined by the style of work motivation that exists in the organization that will affect employee performance. Therefore, this study will analyze how far the influence of work discipline in the organization and the work motivation retrered on improving the performance of BMT Beringharjo. This research uses a quantitative approach. The data collection technique used is primary data, by spreading questionnaires. Data was obtained from the employee population of 31 people. Data analysis using SPSS 26 which was analyzed deductively. The results of this study show that work discipline has a positive effect on employee performance with a sigh of $0.002 < 0.1$, while Islamic work motivation has a positive effect on employee performance at BMT Beringharjo with a sigh of $0.034 < 0.1$. With This result, the influence of work discipline and work motivation in it can get closer to Allah SWT through the practice carried out in every work in it. Recommendations for the company itself to always improve work discipline and work motivation in order to create an Islamic organizational culture in accordance with the existing vision, namely " Leading Bras, Trusted sharia Based business Sharia.

Keywords: *Work Motivation, Performance, Work Discipline.*

1. Introduction

The success of the company is determined by human resources, because without human resources, the company cannot achieve the company's goals. Good and optimal human resources will directly impact the company's success in achieving company goals. A successful company not only assigns tasks to employees, but also pays attention to what employees need so that employees can comfortably work. Human resources that have met their needs, automatically employees will provide more than expected by the company so that the productivity of employees is also considered very good by the company.

Discipline is basically the ability to control oneself so as not to perform inappropriate actions. (Anwar.2015) Labor discipline is a combination of reward, loyalty, compliance with applicable written and unwritten rules, the ability to carry them out and accept their punishment. Nwachukwu in Gabriel et al observed that the inability of management to enforce discipline can be the reason for employee dissatisfaction, low morale and consequently low productivity. Employee discipline can be seen from the responsibilities, attitudes, behaviors and actions of employees during their work in the company. (Agustini.2019) Work discipline can affect employee productivity and play an important role in achieving company goals. Employees who work in a disciplined manner such as arriving on time, obeying company rules and having good morale at work can increase employee productivity. Work discipline can grow with the motivation given to employees, so as to encourage employees to work productively to achieve company goals.

Work motivation is the result of a process that is internal or external for an individual, which causes the emergence of an attitude of enthusiasm and persistence in terms of carrying out certain activities. (Winardi.2011)

Good performance is indicated by the timeliness applied by employees. Employees do not delay work that has been assigned. In addition, employees are also able to meet the targets set by the company. However, different employee performance results are shown in job quality indicators. Based on the results of the research, the quality of work is classified as high, which is based on work results that are in accordance with standards and in accordance with company goals. Meanwhile, on observation, it is known that there are fluctuations in misstatements made by employees every month, which has an impact on the company's total losses. These results indicate that the company needs to help employees to minimize ordering errors in underlings.

The factors that trigger employee productivity problems are also due to poor compensation, employees who do not work in a disciplined manner and lack of motivation from employees. First, in the E-Journal of Management compensation, there is a problem, namely, employees are not satisfied with the compensation received, because compensation, especially salaries that should be received on time and can meet employee needs, is reversed, namely employees do not receive salaries on time and cannot meet employee needs. The company also does not provide hospital benefits in the form of retirement funds, making employees work half-heartedly or it can be said that employee productivity decreases.

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The study of motivation has long had its own charm for education, managers, and research circles, especially associated with the importance of efforts to achieve one's performance. Motivation is a series of attitudes and values that influence the individual to achieve a specific thing according to the goals of the individual. These attitudes and values are something that provides the power that encourages individuals for achieving goals. The motivation consists of two components, namely the direction of work behavior (work to achieve goals) and the strength of behavior (how strong the individual's efforts are in working). (Veithzal.2013) Motivation is an important determinant of individual performance. (Winardi)

Referring to the research conducted by Wahyu (2018) regarding the influence of work motivation and leadership style on employee morale at PT. Pos Indonesia Medan stated that work motivation and leadership style have a significant effect on the moral of employees at PT. Pos Indonesia. Several previous studies have stated that compensation, work discipline and motivation have a positive effect on employee productivity. Research conducted by Yamoah (2013) entitled Relationship Between Compensation and Employee Productivity states that compensation has a positive effect on employee productivity. Research conducted by Ananta & Adnyani (2016) entitled The Influence of Work discipline and Organizational Culture on Employee Work Productivity at Villa Mahapala Sanur-Denpasar stated that work discipline has a positive effect on employee productivity. Research conducted by Khan & Gautam (2014) entitled A Study of Impact of Motivation on Productivity of Employee states that motivation has a positive effect on employee productivity.

The people of South Sulawesi in PT Intermedia are led by Mr. Subhan Yusuf. This 20-page newspaper costs IDR.2,500 and the subscription price is IDR.70,000/month. This newspaper was first published on May 2, 2012, in a three-day simulation form. This simulation aims to find the best and appropriate shape and face by the reader. Based on the Explanation, the influence of work discipline if it has been able to be implemented properly will have an impact on employee work productivity leading to the achievement of real goals. Employee work productivity can be measured through the quantity of work, quality of work, punctuality, and knowledge of work. With the existence of work discipline, it can be known how the work productivity of employees at PT Intermedia at south Sulawesi.

2. Literature Review

2.1 Previous Research

This study, it will be explained about previous research that has a relationship with the Analysis of the Influence of Work Discipline and Work Motivation on Employee Performance BMT Beringharjo Ponorogo.

Research by Ulantini, et al., The research here will examine the effect of work motivation, work discipline and career development on employee performance. The population in this study were all employees of UPT Health center *Tembuku I* as many as 51 employees. The sampling method used is saturated sampling, the entire population is used as a sample. The analytical technique used is a structural equation model (Structural Equation Modeling/SEM) based on Partial Least Square (PLS). Work motivation and work discipline have a positive and significant effect on

career development. Work motivation and work discipline have a positive and significant effect on employee performance. Career development has a positive and significant effect on employee performance.

Research by Siswanto, the purpose of this research is to find out which motivational variables have a significant effect on performance and which work discipline has a significant effect on performance. The sample in this study consisted of 30 respondents and used multiple linear regression analysis. From the regression equation, it can be seen that the work motivation variable has a significant effect on employee work efficiency. It can also be said that the higher the work motivation, the more it will affect the employee's performance. Employee discipline variable influences employee performance (Y). This means that with every increase in work discipline, employee performance will increase. (Bambang.2019)

Research by Setiawati & Putra, Management Study Program, Pelita Bangsa University. This study discusses work discipline, work motivation and work environment on employee performance. Referring to the phenomenon that occurred at PT. Sakura Java Indonesia related to a decrease in performance can be seen from the large number of employees who arrive late, are absent without permission, lack of motivation given by leaders and a less conducive work environment. This study aims to determine: (1) The Effect of Work Discipline on Employee Performance at PT. Sakura Java Indonesia (2) Effect of Work Motivation on Employee Performance at PT. Sakura Java Indonesia (3) The Effect of the Work Environment on Employee Performance at PT. Sakura Java Indonesia.(Setiawati.2022)

Further, research by Maswani, et al., the objective of this research is to the effect analysis of work discipline, work environment, and work motivation on employees' performance at PT. Bayutama Teknik. The research methodology that applied for this research was quantitative method scale and primary data which obtained from questionnaires. This sampling technique uses the random sampling method. Multiple linear regressions was used as the data analysis technique to test the validity, reliability test, classic assumption test (normality test, multicollinearity test, autocorrelation test, heteroscedasticity test), and hypothesis testing t - statistical and f-statistic in order to examine the collective effect with a significance level of 5%. (Maswani.2021)

Research by Qomariah, et al., Employee performance is something that needs to get the attention of an organization in order to achieve the goals that have been proclaimed. This study aims to determine the effect of leadership style, work incentives and work motivation on employee performance at the Banyuwangi Regency Revenue Agency. The population in this study were employees of the Banyuwangi Regency Regional Revenue Agency, which totaled 101 employees. The sampling method used is a saturated sampling technique or census. The measuring instrument in the form of a questionnaire was used to conduct this research. Validity test and reliability test are used to test whether the measuring instrument is feasible to use or not. The data analysis method in this study uses PLS (Partial Least Square) using the Smart PLS application program. The results of the statistical test of this study state that leadership style has a significant effect on employee performance. Work incentives have a significant effect

on employee performance. Work motivation has a significant effect on employee performance. (Qomariah.2022)

There are similarities and differences between previous research and research now. The following are similarities of previous research with Research Now. The difference between this study and previous research is that this study uses Islamic-based variables of work discipline and work motivation and how to improve performance in the Covid 19 era.

2.2 Theoretical Foundations

2.2.1. Work Discipline

Definition of Work Discipline

Discipline is a process that can foster a person's feelings to maintain and objectively improve the goals of the organization, through its compliance with organizational regulations. Discipline is the main thing that an individual or employee must uphold to show the company that he is able to hold the responsibility given to him properly and other things that the company carries on him. Through work discipline, it will be able to increase work productivity. (Saleh.2018)

Another factor that also plays an important role in the implementation of employee work productivity is the work career. According to Keith Davis and Werther W.B cited by Mangkuprawira. A career is all the work that a person holds during life in work. The main components of a career consist of career paths, career goals, career planning, and career development. A career flow is a sequential pattern of work that shapes a person's career. A career goal is a statement of the future position in which a person seeks to achieve as part of his or her life career.

Work discipline according to Sastrohadiwiryono (2013: 291) is an attitude of respect, and obey applicable regulations, both written and unwritten and able to carry them out and do not evade to accept his sanctions if he violates the duties and authorities given to him. As for the indicators that can be used as a benchmark for the work discipline of an employee, namely: the frequency of attendance, the degree of vigilance, compliance with work standards, compliance with work regulations, work ethics. (Sabban.2020)

2.2.2. Work Motivation

Understanding motivation

Motivation from the word motive which means something that pushes from within a person to act or behave. (Soekidjo Notoatmodjo) John R. Schermerhorn posited that Motivation to work, is a term used in the field of organizational behavior (Organizational Behavior = OB, in order to describe the forces contained in an individual person, which are the causes of the level, direction, and persistence of efforts carried out in terms of work. (Winardi) Motivation can be interpreted as the strength (energy) of a person that can give rise to a level of persistence and enthusiasm in carrying out an activity, both originating from within the individual himself (intrinsic motivation) and from outside the individual (extrinsic motivation). (Titisari.2014) The study of motivation has long had its own charm for education, managers, and research circles, especially

associated with the importance of efforts to achieve one's performance (achievement).

Motivation is a series of attitudes and values that influence the individual to achieve a specific thing according to the goals of the individual. These attitudes and values are something that provides the power that encourages individuals to behave in achieving goals. The motivation consists of two components, namely the direction of work behavior (work to achieve goals) and the strength of behavior (how strong the individual's efforts are in working). (Rivai.2013) Motivation is an important determinant of individual performance. (Winardi)

Legal Basis of Work Motivation

The word motivation comes from the Latin word *movere* which means to move. And the word motivation cannot be separated from the word needs. Need is a potential in humans that needs to be responded to or responded to. The response in the need is manifested in the form of actions to meet the need and the result is that the person concerned feels or becomes satisfied. If the need has not been responded to, it will always have the potential to reappear until the intended need is met. In Islam the motivation of work is explained in the Qur'an surah AlJumuah verse 1

It means: "When the prayer has been performed, then scatter ye on the earth; seek the gift of God and remember God much that you may be fortunate. (Q.S Al-Jumuah ayat 10)

Every company always wants the maximum yield in its production process. To achieve the company's goals, it is necessary to have support from every element of the company, including the production workforce. The labor of the linting production department at PR Thousand and One Natural Pamekasan has moderate work performance, this is evidenced by the output produced busy in the medium category, which is an average of 8,000-14,000 linting per week. One of the things that companies do in order to improve employee work performance is to provide compensation in accordance with the ability to produce output. The provision of compensation based on work performance or unity of results provides its own enthusiasm for employees to further improve their work performance.

2.2.3. Performance

Definition of Performance

The term performance comes from the word *performace* or means work achievement, performance can be interpreted as the result of work that can be achieved by a person or group of people in the organization, according to their respective authorities and responsibilities, in order to achieve organizational goals that are legally strong, do not violate the law and are in accordance with morals and ethics. (Prawirosentono.1999) as Gibson, Ivancevich, and Donnelly point out that performance is the desired result of behavior.

Hasibuan said that work achievement is a person's ability to achieve better/more prominent work results towards achieving organizational goals. (Purname) According to Mangkunegara, defining work performance or performance is the result of people's work in terms of

quality and quantity achieved by an employee in carrying out his duties in accordance with his responsibilities given to him in a set period of time. Another definition, explains that performance is a record resulting from employee functions or activities carried out by employees over a period of time. Work achievement is also a person's achievement in carrying out his work. (Kasmir.2000)

Legal Basis of Performance

Performance (performance) is a description of the level of achievement of the implementation of an activity, program, and policy in realizing the goals, objectives, mission and vision of the organization as stated in the strategic planning of an organization (Achmad Rofi and Rahma Yudi Astuti: 2023).

Performance in Islam does not refer solely to seeking sustenance to support oneself and one's family by spending time day or night, from morning to evening, continuously tireless, but work includes all forms of practice or work that have an element of goodness and blessings for oneself, family and surrounding communities and the country. In the Quran which explains the performance in Islam, as in Sura Al-Qashash verse 77. That is to say: And look to what God has bestowed upon you (happiness) the land of the hereafter, and do not forget your share of the worldly (enjoyment) and do good (to others) as God has done good, to you, and do not do mischief on (the face of) the earth. Indeed, God does not like those who do mischief. (Departemen Agama RI)

Performance Indicators

According to Robbins (2006:260), indicators to measure employee performance are:

- a) **Quality of Work** The importance of duties to the skills and abilities of employees and the perception of employees to the quality of work produced is a measure of the quality of work.
- b) **Quantity of Work** The number expressed in units and cycles of completed activity.
- c) **Timeliness** Complete activities on time and maximize the time available with other activities.
- d) **Effectiveness** Increase the results of each work in resource usage by maximizing the organization's resource usage rate.
- e) **Commitment** the degree to which an employee can carry out his work functions and responsibilities to the agency or company.

3. Research Method

3.1. Place and Time of Research

This research there for be conducted at BMT Beringharjo Branch Ponorogo Regency, East Java Province. Therefore, researcher want to conduct research on the influence of work discipline and work motivation on employee performance at BMT Beringharjo Ponorogo. Researcher there for conduct this research in November 2022 until it is completed.

3.2.Types of Research

In this study, the Researcher used a quantitative approach method. Quantitative methods are research based on the philosophy of positivism, used to research in certain populations or groups, data collection, using research instruments, quantitative or statistical data analysis with the aim of testing predetermined hypothesis. (Sugiono.2009)

3.2.1 Data Types and Sources

The type used in this research is primary data. Primary data were obtained from BMT Beringharjo employees according to the answers to questions in the questionnaire.

3.2.2. Primary data

Data that is produced directly from the respondent or the object under study. (Sugiyono.2017) This data can be in the form of questionnaires, that will be carried out at BMT Beringharjo.

3.2.3. Population and Sample

The population is the entire subject of the study.³⁷ According to Suharsimi Arikunto, if someone wants to research all the elements in the research area, then the research is population research. The population in this study was overall BMT Beringharjo employees totaling 31 person, as respondents.

3.2.4. Scope of Research

This research there for be conducted at BMT Beringharjo Ponorogo addressed in Krajan, Pakunden, Ponorogo Regency, East Java 63416. This research has the scope to analyze the influence of Work Discipline and Work Motivation on Employee Performance at BMT Beringharjo Ponorogo

4. Results and Discussion

From the existing data, after being tested using multiple linear regression analysis through the F test (simultaneous), the results were obtained that the variables of work discipline and work motivation had an influence on employee performance in BMT Beringharjo. In addition, after being tested through the T test (partial), results were obtained that the variables of work discipline and work motivation had a significant influence on employee performance at BMT Beringharjo. More details can be explained as follows:

4.1 Work discipline on performance

From the results of calculations that have been carried out in this study, it shows that the variables of work discipline and work motivation together (simultaneously) have a positive and significant effect on employee performance at BMT Beringharjo Ponorogo. That is, by applying work discipline and also work motivation to the company can

improve the performance of BMT Beringharjo employees. This can be seen by employees for completing their duties and responsibilities well according to their respective roles.

Performance is the result of work achieved by an employee in accordance with the duties and responsibilities attached to him, which include good or bad work and accuracy and no errors (effectiveness) in work. Awareness of each employee in carrying out their obligations in working from work that has been completed as a form of responsibility. Employees will also be more disciplined in carrying out the regulations in the company that have been agreed, without any orders from superiors before starting their respective jobs, because from within they have acted with their respective awareness.

4.2 Work motivation on performance

Based on the results of research conducted by the researchers above, the magnitude of R square (R^2) was 0.828. These results showed that 82.8% indicated that the variables Work Discipline (X_1) and work motivation (X_2) had an effect on the performance variable (Y) by 82.8%. While the remaining 18.2% of employee performance scores were influenced or explained by other factors that were not studied in this study. From these results, it can be seen that work discipline and work motivation greatly affect employee performance at BMT Beringharjo.

Based on the results of the t test, the results showed that the work discipline variable had a positive and significant effect on employee performance because the statistical results of the t test for organizational communication variables obtained a value (T count) of $3,321 > (T \text{ table}) 2,045$ with a significant value of $0.000 < 0.002$ and a regression coefficient of 0.593

All members of the organization must pay attention to work discipline to achieve certain goals that a particular organization can achieve. Application of work discipline the company has instructions for employees so that they can achieve organizational goals work discipline is an attitude and behavior that intends to comply with all organizational regulations based on it Self-confidence to follow organizational rule.

4.3 Discipline and motivation on performance

The factor that is a problem of work motivation that exists in the company is the lack of intense and effective provision and coaching of motivation provided by the company through superiors to subordinates. So as to make employees feel less excited at work and doing all their activities, lack of responsibility for the work they have, this can be seen from the delay in coming to work, often employees taking time off and often playing electronic devices such as cellphones during working hours.

According to Siagian , "Motivation is the driving force leading to the members of the organization, ready and willing to controlling skills in the sense of skills and expertise, effort and time. As well as performing various tasks for which he is responsible and fulfilling his duties to

achieve goals and various goals called the organization. (Hidayat.2018)

BMT Beringharjo has provided guidance to employees in the form of awareness and understanding of sincerity in work, for in doing work should always be intended to seek just for Allah SWT. It is not because you want to gain self-gain (outwardly or inwardly) and forget that the only one who gives good fortune is Allah Almighty. With this awareness, employees can be given trust and always trust in working.

5. Conclusion

Based on the results of research that has been carried out through the stages of data collection, data processing and data analysis regarding the influence of Work Discipline and Work Motivation on employee performance, the following conclusions can be drawn:

- a) The Work Discipline value variable (X1) has an influence on performance (Y) in employees at BMT Beringharjo. This is explained by a significance value of 0.002 or less than 0.5 and has a positive coefficient of influence of 0.593, so there is a positive and significant influence of the Work Discipline variable (X1) on the performance (Y) of BMT Beringharjo employees. This is because the organizational discipline factor between leaders and employees is very good and can improve employee performance.
- b) The variable work motivation value (X2) has an influence on the performance of (Y) BMT Beringharjo employees. This is explained by a significance value of 0.034 or less than 0.5 and has a positive coefficient of influence of 0.450, so there is a positive and significant influence of the work Motivation value variable (X2) on the performance (Y) of BMT Beringharjo employees. This is because there is harmony, comfort, and togetherness among individual employees in carrying out goodness at work and the work motivation factor instilled into each individual employee is very good which can improve employee performance.
- c) The variable value of Work Discipline (X1) and the variable value of work motivation (X2) affect the performance (Y) of BMT Beringharjo employees. This is explained by a significance value (X1) of 0.002 or less than 0.5 and has a positive influence coefficient of 0.593, and a significant value (X2) of 0.034 or less than 0.5 and has a positive influence coefficient of 0.450, so that there is a positive and significant influence of the work motivation value variable (X2) on the performance (Y) of BMT Beringharjo employees. This is because organizational discipline factors between leaders and employees are very good and can improve employee performance and there is harmony, comfort, and togetherness between individual employees in carrying out good at work and work motivation factors that are instilled in each individual employee are very good which can improve employee performance.

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