

## The Effect Of Work Motivation And Work Discipline On Village Employee Performance In Baebunta District

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### **Abstract**

#### **Keywords:**

*Motivation Work, Work Discipline, Employee Performance*

*This research was conducted in Baebunta Village, Baebunta District. This study uses a qualitative approach aimed at examining and analyzing the influence of work motivation and work discipline on employee performance in Baebunta District. The sampling technique used in this study was primary data, secondary data, interviews, questionnaires, and observation. This study used a sample of 74 respondents determined using the Slovin formula. The analytical method used in this study was linear regression with two independent variables. Based on the test results, the variable (Work Motivation) has a calculated t-value greater than the t-table value, as well as a significance value (Sig.), thus there is a significant influence between work motivation and employee performance. Similarly, for the variable (Work Discipline), the calculated t-value is also greater than the t-table. Therefore, work discipline also has a significant influence on employee performance. Thus, both work motivation and work discipline partially have a significant influence on employee performance. This results in a significant value (p-value), where the significance value obtained with the calculated F-value is less significant.*

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## INTRODUCTION

In this modern era, employee performance is one of the important aspects in achieving organizational goals, including at the village government level. Baebunta District, as one of the administrative areas, has village employees who play a vital role in public services. Optimal employee performance depends not only on their abilities and knowledge, but is also influenced by work motivation and work discipline.

Employees at the Baebunta Village Office often face challenges that affect their performance, such as low motivation due to lack of appreciation for achievements, an unsupportive work environment, and unclear work goals. In addition, discipline issues are also obstacles, characterized by lack of supervision, ineffective communication, and minimal sanctions for violations. This condition causes employees to be less motivated and undisciplined, which ultimately results in low productivity and decreased overall performance.

According to (Asri Winanti Madyoningrum, 2022) Motivation is a reason or spirit that can be used as a hope to do something to achieve what is the desired goal. Employees who have high motivation have a positive impact on themselves. Thus, motivation can be concluded as a condition that motivates or becomes a reason for someone to consciously carry out an action

or activity with the aim of improving performance and achievement.(Adinda et al., 2023). In the work environment, motivation is very important to increase productivity and quality of service to the community. According to Siagian, work discipline can be interpreted as an attitude that reflects respect, obedience, and compliance with applicable rules, both recorded and unrecorded. In addition, discipline is a mental attitude that is reflected in the attitude or behavior of individuals, groups or communities in the form of obedience to regulations or provisions set by the government or ethics, norms and rules that apply in society for certain purposes.(Gorang et al., 2022)Good discipline has a big influence on employee performance, because it can create an orderly and efficient work atmosphere. According to(Beno & Irawan, 2019)Employee performance is the result of an employee's thoughts and energy on the work he/she does, it can be tangible, seen, and counted, but in many cases the results of thoughts and energy cannot be counted or seen, such as ideas for solving a problem, new innovations in a product or service, it can also be a discovery of a more efficient work procedure. Employee performance greatly influences the success of an organization.

Research conducted by(Basri et al., 2024)with the title "The Influence of Work Motivation on Employee Performance at the Office of Investment and One-Stop Integrated Services of Wajo Regency" resulted in the finding that work motivation had a significant effect on employee performance. This is not in line with the results of research conducted by(Lindawati, 2022)with the title "the influence of work motivation, work discipline and job satisfaction on the performance of employees of the Yogyakarta Special Region Manpower and Transmigration Service" resulted in the finding that work motivation had no effect on employee performance, while the variables of work discipline and job satisfaction had a positive effect on employee performance.

Research conducted by(Wau, Samalua Waoma, 2021)with the title "the influence of work discipline on employee performance at the Somambawa sub-district office, South Nias Regency" resulted in findings that work discipline had a significant effect on employee performance. This is not in line with the results of research conducted by(Friskila & Irfan, 2024)with the title "the influence of work motivation and work discipline on employee performance at the South Sulawesi Provincial Education Office" resulted in the finding that work discipline had no influence and no impact on employee performance levels.

Based on the research above, the researcher is interested in conducting research with the title of the influence of work motivation and work discipline on the performance of village employees in Baebunta sub-district.

**Hypothesis:**

H1: There is a positive and significant influence of work motivation on the performance of village employees in Baebunta District.

H2: There is a positive and significant influence of work discipline on the performance of village employees in Baebunta District.

H3: There is a positive and significant influence of work motivation and work discipline simultaneously on the performance of village employees in Baebunta District.

**METHODS****Types of research**

This research is included in the category of Quantitative Research, namely research that connects two variables or research that aims to test the relationship or impact between variables. This type of research is used because the research focuses on the impact of the two independent variables, namely work motivation and work discipline on the dependent variable. Thus, this study not only describes the existing conditions, but also analyzes how these variables are statistically related.

**3.1. Place and Duration of Research**

This research was conducted in Baebunta District, North Luwu Regency, South Sulawesi. The selection of the location was based on the fact that Baebunta is one of the districts that has a significant number of village employees and is considered to be able to represent the characteristics of village employees in other rural areas in North Luwu Regency. Baebunta District has a number of villages spread out, and the performance of village employees is an important aspect in the implementation of effective public services in the area.

**Population and Sample****a. Population**

The target of this study includes all village employees working in Baebunta District. Based on data obtained from the Baebunta District Office, the population of this study was 80 employees spread across several villages in the area. The population is the entire subject or individual who is the target of the study, where the data obtained from this population is expected to be able to provide a more representative picture of the phenomenon being studied.

**b. Sample**

Samples from the population are an important step in this study to ensure that the analysis can be carried out practically and efficiently. Therefore, this study applies the Purposive Sampling Method, which is a sample selection technique based on certain criteria that are in accordance with the objectives of the study. The criteria applied in sample selection are:

1. Village employees who have worked for at least one year.
2. Employees who play an active role in organizing government and services in the village.
3. Employees who understand their duties and responsibilities according to established standards.

$$n = \frac{\frac{N}{1 + N(e)^2}}{1 + 80(10\%)^2}$$

$$n = \frac{80}{1 + \frac{80(0,01)}{80}}$$

$$n = \frac{80}{1 + 0,8}$$

$$x = \frac{80}{1,08}$$

$$x = 74$$

Information :

- $n$  = minimum sample  
 $N$  = population sample  
 $e$  = percentage of tolerance limit (*margin and error*).

The research was conducted in village employees in Baebunta sub-district with the number of employee respondents 74 ( $N$ ). The calculation was done using the Slovin formula, how many samples are needed, if the sampling error is 10% ( $e$ ) (Sugiyono, 2019).

### Research Variables and Operational Definitions

This study involves three main variables, namely two independent variables, namely work motivation and work discipline, and one dependent variable, namely employee performance. The following are the operational definitions of each variable studied:

a. Work Motivation ( $X_1$ )

Work motivation is a drive that comes from internal factors or external factors that move a person to achieve certain goals in the workplace environment at the Baebunta sub-district village office.

b. Work Discipline ( $X_2$ )

Work discipline is compliance with the rules, procedures, and work standards that apply in the organization. Good work discipline shows the commitment of employees in carrying out their duties with responsibility and integrity in the village office of Baebunta sub-district.

c. Employee Performance ( $Y$ )

Employee performance is the result achieved or obtained from a person's results in carrying out their duties and responsibilities. Performance is measured based on the effectiveness and efficiency of employees in completing work at the village office in Baebunta sub-district.

### 3.2. Method of collecting data

To obtain valid and relevant data, this study applies several data collection methods, including:

a. Questionnaire

The questionnaire was used as the main instrument to collect primary data from respondents. The questionnaire was compiled based on indicators from the research variables, and will be given to village employees who are the research samples. Each question item in the questionnaire uses a Likert Scale with five answer options, namely:

- ☐ STS: Strongly Disagree
- ☐ TS: Disagree
- ☐ N: Neutral
- ☐ S: Agree
- ☐ SS: Strongly Agree

The Likert scale was chosen because it makes it easier for respondents to provide assessments of statements related to their work motivation, work discipline, and performance.

**b. Documentation**

Documentation is used to obtain secondary data, such as data on the number of village employees, work regulations, and policies related to work motivation and discipline that apply in Baebunta District. This data is obtained from archives and official documents owned by the sub-district and village governments.

**c. Data Analysis Techniques**

After the data is collected, analysis is carried out using statistical methods to test the hypothesis proposed in the study. The following are the steps for data analysis in this study.

**d. Research Instrument Test**

Before conducting the main analysis, validity and reliability testing was carried out on the research instrument (questionnaire) to ensure that the data produced was valid and consistent:

**1. Validity test**

Validity testing is conducted to ensure that each question in the questionnaire is designed to measure the right and relevant things. Question items are considered valid if the correlation coefficient value is greater than 0.30.

**2. Reliability Test**

Reliability testing aims to ensure that the questionnaire provides consistent results when used in different situations. Reliability is measured using Cronbach's Alpha, the instrument is considered reliable if the Cronbach's Alpha value exceeds 0.60.

**3. Multiple Linear Regression Analysis**

The main analysis method used in this study is multiple linear regression. This regression technique is applied to measure the impact of two independent variables (work motivation and work discipline) on the dependent variable (employee performance). The regression equation applied is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

With the following information:

Y= Employee performance

X1= Work motivation

X2 = Work discipline  
 $\alpha$  = Constant = Error coefficient

**4. Hypothesis Testing**

To test the proposed hypothesis, the following statistical tests were carried out:

**a. t-test (Partial Test)**

The t-test is used to identify the influence of each independent variable (work motivation and work discipline) on the dependent variable (employee performance) partially. The t-count is compared with the t-table, and if the t-count exceeds the t-table with a significance level of 0.05, then the hypothesis is accepted.

**b. F Test (Simultaneous Test)**

The F test is used to analyze the simultaneous influence between Work motivation and work discipline affecting employee performance. If the F-count value is greater than the F-table at a significance level of 0.05, then the hypothesis stating that the independent variable has a simultaneous influence on the dependent variable is accepted.

**RESULTS AND DISCUSSION****a. Research Instrument Test**

Before conducting the main analysis, validity and reliability testing was carried out on the research instrument (questionnaire) to ensure that the data produced was valid and consistent:

### 1. Validity test

Validity testing is conducted to ensure that each question in the questionnaire is designed to measure the right and relevant things. Question items are considered valid if the correlation coefficient value is greater than 0.30.

**Table 4.1**Validity test

Variable	Question	R count	R table	Information
Work motivation	X1.1	527	0.295	Valid
	X1.2	484	0.295	Valid
	X1.3	447	0.295	Valid
	X1.4	618	0.295	Valid
	X1.5	469	0.295	Valid
	X1.6	502	0.295	Valid
Work discipline	X2.1	484	0.295	Valid
	X2.2	444	0.295	Valid
	X2.3	413	0.295	Valid
	X2.4	554	0.295	Valid
	X2.5	446	0.295	Valid
	X2.6	404	0.295	Valid
Employee performance	Y1.1	467	0.295	Valid
	Y1.2	598	0.295	Valid
	Y1.3	585	0.295	Valid
	Y1.4	535	0.295	Valid
	Y1.5	644	0.295	Valid
	Y1.6	585	0.295	Valid

Source: Data processed by SPSS Ver.26 (2025).

In the table above with  $n = 75$ ,  $df = n-2$ , so  $df = 75 - 2 = 73$ , and the level of significance is 0.01, the value of  $r$  table is 0.295. Thus, it can be concluded that all statements used to measure Work motivation (X1), Work discipline (X2), Employee performance (Y) are valid.

### 2. Reliability Test

Reliability testing aims to ensure that the questionnaire provides consistent results when used in different situations. Reliability is measured using Cronbach's Alpha, the instrument is considered reliable if the Cronbach's Alpha value exceeds 0.60.

**Table 4.2**Reliability test

Variables	Cronbach's Alpha	Information
Work motivation	0.685	Reliable
Work discipline	0.637	Reliable
Employee performance	0.721	Reliable

The results of the image above show the results of the reliability test using the Cronbach's Alpha method which are stated as reliable because the value of the Cronbach's alpha is  $> 0.6$ , namely X1 0.685, X2 0.637, Y 0.721.

### 3. Multiple Linear Regression Test

The main analysis method used in this study is multiple linear regression. This regression technique is applied to measure the impact of two independent variables (work motivation and work discipline) on the dependent variable (employee performance). The regression equation applied is as follows

**Table 4.3 Multiple Linear Regression Test Coefficient**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std. Error	Beta		
1 (Constant)	6.308	2,250		2,803	.007
Work motivation	.575	.114	.543	5.036	.000
Work discipline	.222	.113	.213	1,972	.053
a. Dependent Variable: Y					

Based on the table above, the linear regression equation between the variables Work Motivation (X1), Work Discipline (X2) and Employee Performance (Y) is:

$$Y = 6.308 + 0.575 (X1) + 0.222 (X2) + 10\%$$

Explanation :

- The constant value of 6.308 shows the magnitude of employee Y's performance when work motivation and work discipline are zero. In other words, if there is no work motivation and work discipline, employee performance is still 6.308.
- The coefficient of 0.575 means that every increase of one unit of work motivation (X1) will improve employee performance (Y) by 0.575 with work enthusiasm (X2) remaining constant.
- The coefficient of 0.222 shows that every increase of one unit of work morale (X2) will increase employee performance (Y) by 0.222 assuming that work motivation (X1) remains constant.

#### a. Hypothesis Testing

To test the proposed hypothesis, the following statistical tests were carried out:

##### 1. t-test (Partial Test)

$H_0$  is accepted when the t-value decreases; the t-table indicates that the dependent variable is significant. However,  $H_a$  is accepted if  $t\text{-value} < t\text{-count}$ , i.e., the independent variables can individually and significantly influence the dependent variable.

**Tabel 4.4 t-test**

	Coefficient	t-statistic	Sig.
Constant	6.308	2.803	.007
Work Motivation	.575	5.036	.000
Work Discipline	.222	1.972	.043

N = 74

R<sup>2</sup> = .480

Adj. R<sup>2</sup> = .468

F-Statistic = 32.795 Sig.=0.000

The dependent variable is Employee Performance, and the dependent variables are work motivation and work discipline.

Table formula:  $t(a/2; n - k - 1)$ .

Results obtained:  $t(0.1/2; 74 - 2 - 1) = t(0.05; 71) = 1.664$ .

Based on the test results, it was obtained that variable X1 (Work Motivation) has a t-count value of 5.036 which is greater than the t-table value of 1.666, and a significance value (Sig.) Of 0.000. Because the Sig. value  $< 0.05$ , there is a significant influence between work motivation and employee performance. Likewise for variable X2 (Work Discipline), the t-count value of 1.972 was obtained which is also greater than the t-table (1.666), with a significance value of 0.043. Because  $0.043 < 0.05$ , work discipline also has a significant effect on employee performance. Thus, both work motivation and work discipline partially have a significant effect on employee performance. Therefore, the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted."

The F test is used to analyze the simultaneous influence between Work motivation and work discipline affecting employee performance. If the F-count value is greater than the F-table at a significance level of 0.05, thus, the hypothesis stating that the independent variable has a simultaneous effect on the dependent variable. Based on the F-test Table, it produces a significant value (p-value  $< 0.05$ ), where the result of the significance value obtained is 0.000 with an F-count value of 32.795. Because the significance value is less than 0.05 and the F-count exceeds the F-table of 2.37, it can be concluded that the independent variables jointly influence the dependent variable.

## Discussion

### a. The Influence of Work Motivation on Employee Performance

Based on the results of the t-test study, it can be seen that each variable has an effect on employee performance, this is because the Work Motivation variable (X1) has a significance value.



Based on these findings, it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, this shows that work motivation has a significant effect on employee performance partially. These results are in line with research (Rahayu & Dahlia, 2023) namely the influence of work motivation and work discipline on employee performance. The findings of this study prove that motivation has an influence on employee performance. In addition, these results are in line with research conducted by (Basri et al., 2024) produced findings that work motivation has a significant effect on employee performance. This is in line with research conducted by (Putri et al., 2024) which resulted in the finding that work motivation has a positive and significant influence on career development at the Padang City Social Service.

#### **b. The influence of work discipline on employee performance**

Based on the results of the t-test study, it can be seen that each variable has an effect on employee performance, this is because the Work Discipline variable ( $X_2$ ) produces a T-count value. Based on these findings, it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, which indicates that individually work discipline has an effect on employee performance. This is in line with research (Anwar & Umar, 2021) namely the Impact of Work Discipline and Work Motivation affects employee performance in the Technical Implementation Unit of the Goods Quality Testing and Certification Center (BPSMB). And the findings of this study prove that work discipline has a significant influence on employee performance at BPSMB. These results are in line with research conducted by (Wau, Samalua Waoma, 2021) produced findings that work discipline has a significant effect on employee performance. In addition, these results are in line with research conducted by (Putra & Fernos, 2023) which resulted in the finding that these results are in line with research conducted by (Putra & Fernos, 2023) by producing findings that work discipline has a positive and significant influence on employee performance.

#### **c. The influence of work motivation and work discipline on employee performance**

Based on the results of the F-test study, it can be seen that the variables of Work Motivation and Work Discipline have an effect on Employee Performance. This is because the value (Sig) is smaller than the F-count value. This is in line with a study conducted by (Putra & Fernos, 2023) namely the Impact of Work Discipline and Work Motivation on Employee Performance at the Padang City Manpower and Industry Service. The findings of this study reveal that Work Motivation and Work Discipline have a significant influence on employee performance at the agency. And these results The research is in line with that conducted by (Rahayu & Dahlia, 2023) produced findings that work discipline, work motivation, and organizational commitment have a positive and significant influence on employee job satisfaction and performance. In addition, this research is in line with that conducted by (Beno & Irawan, 2019) produced findings that work motivation has a positive and significant effect on employee performance at PT. Penindo II Teluk Bayur Padang. Work discipline has a positive and significant effect on employee performance at PT. Penindo II Teluk Bayur Padang. Work environment has a positive and significant effect on employee performance at PT. Penindo II Teluk Bayur Padang.

## **CONCLUSION**

Based on the research results above, it can be concluded that.

- a. Work motivation has a positive and significant influence on the performance of village employees in Baebunta sub-district.
- b. Work discipline has a positive and significant influence on the performance of village employees in Baebunta sub-district.
- c. Work motivation and work discipline have a positive and significant influence on the performance of village employees in Baebunta sub-district.

As an effort to improve the performance of village employees in Baebunta District, strategic steps are needed that can strengthen motivation and work discipline. The village government can provide appropriate awards for each employee's achievement to increase their intrinsic and extrinsic motivation, and create a more supportive work environment by providing supporting facilities and clear goals. In addition, the implementation of a more consistent and effective supervision system and the imposition of firm but fair sanctions for disciplinary violations will help create a more structured work atmosphere. With these efforts, it is hoped that employee performance can improve so that public services in the Baebunta District area become more optimal.

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