

# The Influence of Motivation and Discipline on the Performance of Nagari Officials

(Study at the Wali Nagari Office of Pasir Talang Barat, Sungai Pagu District, South Solok Regency)

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## Abstract

*The background of this research is the lack of discipline and motivation of the Nagari apparatus in work activities at the Wali Nagari Pasir Talang Barat Office. The method used in this study is the Quantitative Descriptive Method, which data is obtained from distributing questionnaires or questionnaires to respondents. The respondents were village officials and institutions within the Wali Nagari Pasir Talang Barat Office. The total was 40 respondents. Data analysis used Multiple Regression Analysis with the SPSS for Windows 25 computer program. From the results of the Motivational TCR, an average score of 4.24 was obtained with a respondent achievement level of 84.83% which was in the good category and the results showed that the research  $t$  was  $7.071 > t$  table was 2.024, meaning there is a significant influence between the motivation variable and the performance of the nagari apparatus. Discipline TCR results obtained an average score of 3.49 with a respondent achievement rate of 72.4% which is in the fairly good category, and the results show that the research  $t$  is  $1.853 < t$  table is 2.024, this means that there is no significant effect between discipline and the performance of the apparatus and the result of the joint effect of Motivation and Discipline on the Performance of the nagari apparatus is the research  $F$  number of  $25.955 > F$  table of 3.25, meaning that there is a significant influence between the variables motivation and discipline with the performance of the nagari apparatus. So it is very important for the Nagari Pasir Talang Barat Government to focus on improving the work discipline of the nagari apparatus.*

**Keywords:** Motivation, Discipline, Performance



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## INTRODUCTION

Human resources are the key to the continuity of an organization because it is an asset that is relatively difficult to imitate by other organizations. This is due to the nature of human resources, which are not fixed and continue to move flexibly following any environmental changes. Human resource management is a series of actions in terms of workforce withdrawal, workforce selection, development, maintenance, and use of human resources to achieve both individual and organizational goals.

Humans always play an active and dominant role in every organizational activity because humans become planners, actors, and determinants of realizing organizational goals. Goals cannot be realized without the device's active role, even though the organization's tools are sophisticated (Hasibuan, 2003). Therefore, an office's success depends not only on organizational technology but also on aspects of human resources owned by the organization, so an organization needs potential human resources.

The individual performance of its employees influences the success of an organization, an organization will seek to improve the performance of its employees in the hope that the company's goals can be achieved. Employee performance influences how much they contribute to the organization, including the quantity of output, quality of output, output period, attendance at work, and cooperative attitude (Mathis and Jackson, 2002).

Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possible work standards, targets or goals, or criteria that are determined in advance and mutually agreed upon (Rivai, 2005). According to Prabu (2006), employee performance (work achievement) is the result of work in quality and quantity that is achieved by an employee in carrying out his duties according to the responsibilities given to him. Thus, performance is essential for the organization and the employees. Therefore, employee performance will run effectively if it is supported by motivation and work discipline. Motivation is a desire within a person that causes that person to act. People act for one reason, namely, to achieve goals. Thus, motivation is an impulse governed by goals and rarely appears in a vacuum (Mathis and Jackson, 2009).

Meanwhile, according to Supardi and Anwar (2004), motivation is a situation in a person's personality that encourages individual desires to carry out certain activities to achieve goals. Employees with high work motivation will be able to encourage these employees to work more enthusiastically and positively contribute to the work they are responsible for. Work motivation creates encouragement or enthusiasm for work or, in other words, a motivator for work (Martoyo, 1996). Without motivation, an employee cannot fulfill his work according to standards or exceed standards because what motivates him to work is not fulfilled. Creating employee performance so it runs effectively is driven by motivation and high work discipline.

Discipline is a procedure that corrects or punishes subordinates for breaking rules or procedures. Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team within an organization (Ambar Teguh Sulistiyani and Rosidah, 2003). Nitisemito (1991) suggests discipline as an attitude, behavior,

and actions that are in accordance with the company's rules, both written and unwritten. Job satisfaction is closely related to employee attitudes towards work, work situations, and cooperation between leaders and fellow employees.

Discipline is a management action to encourage members of the organization to meet the demands of various provisions that employees must obey. Employee discipline is a form of training that seeks to improve and shape employees' knowledge, attitudes, and behavior so that employees can work cooperatively with other employees and improve their work performance (Sondang P. Siagian, 2002).

With employees complying with the rules set by the organization and having high discipline, it will create a more conducive organizational atmosphere to impact organizational activities positively. Therefore, every organization has the hope that employees can comply with the rules that have been set. Where the rules are made to be implemented by all employees. But in reality, many gaps occur, especially in the Nagari Pasir Talang Barat guardian office, which sometimes does not dedicate itself as a device that must provide good performance. This can be seen from the lack of discipline regarding the hours of entry or the presence of each employee. The Nagari apparatus often arrives late, not according to the mutually agreed entry hours, and likes to go out during office hours for personal matters. Some do not make a permit if they do not enter the office. Therefore, the author feels what factors affect employee performance, but the authors narrow the research space by taking only 2 (two) variables, namely motivation and work discipline so that the authors are interested in taking this theme further by choosing the title "The Influence of Motivation and Discipline on the Performance of Nagari Officials (Study at the Wali Nagari Office) Pasir Talang Barat, Sungai Pagu District, South Solok Regency"

## **LITERATURE REVIEW**

### **Definition of Performance**

Performance has many meanings based on experts' points of view or opinions. The performance presented by Herdiyanto (2003) adopted the meaning of performance from Gibson (1996). According to Herdiyanto, performance results from a person's or group's behavior related to how it works. For everyone who works in a workgroup, performance is always expected to be good in quality and quantity. Performance is a record of outcomes resulting from certain employee functions or activities carried out during a certain period. At the same time, the performance of a position as a whole is equal to the sum (average) of the performance of employee functions or activities carried out.

According to Rosidah and Ambar Teguh Sulistiyani (2003), a person's performance is a combination of abilities, efforts, and opportunities that can be assessed from their work. Performance refers to employee achievements as measured by standards set by agencies or companies. Hasibuan (2003) performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity as well as time. Rivai (2005) put forward the word performance; if you look at the word's origin, it is a translation of the

word performance, which comes from the root word to perform, which means carrying out or perfecting responsibility. Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities such as work standards, targets or goals, or criteria determined in advance and mutually agreed upon.

### **Definition of Motivation**

Motivation causes distributes, and supports human behavior, so they want to work hard and enthusiastically to achieve optimal results. Motivation is increasingly essential because managers distribute work to their subordinates to do well and be integrated towards the goals set (Hasibuan, 2003). According to Robbins (2012), motivation is a process that explains an individual's intensity, direction, and persistence to achieve his goals. The inner or psychological mood of a worker as an individual in the organizational community or company that becomes his work environment greatly influences the implementation of his work. Meanwhile, according to Adella Hotyda Siregar (2007), work motivation creates a desire for a person or worker, both from within himself and from outside, to carry out work or activities with a sense of responsibility to achieve the desired goals.

Based on the understanding of motivation from some opinions above, motivation is a driving factor that can create employee morale to achieve organizational goals. Companies or organizations expect capable, capable, and skilled employees but, most importantly, willing to work hard and desire to achieve maximum work results. The abilities and skills of employees mean nothing to the company if they don't want to work hard.

### **Definition of Discipline**

According to Moenir (2002), discipline is a form of obedience to written and unwritten rules that have been established. Discipline must be developed in order to grow order and efficiency. Meanwhile, according to Rahmatullah (2003), discipline must be owned by every employee and must be continuously improved. One of the conditions to be grown

Discipline in the work environment is that there is a complete division of work down to the employees or officials at the lowest level so that everyone knows consciously what their duties are, how to do them when work begins and when it is finished, what kind of work is required, and to whom. Take responsibility for the results of the work.

Good discipline reflects the magnitude of a person's sense of responsibility towards the tasks assigned to him. This encourages work passion, morale, and the realization of company, employee, and community goals. A manager is said to be effective in leadership if his subordinates are well-disciplined. Maintaining and improving good discipline is difficult because many factors influence it (Hasibuan, 2003).

Discipline must be upheld in a company organization. Without the support of good employee discipline, it is difficult for the company to realize its goals. So, discipline is the key to a company's success in achieving its goals. Organizations use disciplinary action to provide sanctions for work rules or expectations violations.

## **METHOD**

### **Research Design**

Based on the problems studied, the author uses a descriptive quantitative method, namely a research design that answers various research questions such as what, when, where, and how the processes and results of certain studies where the data obtained are in the form of numbers that can be calculated obtained from direct observation.

### **Population and Sample**

The population in this study were all staff working at the Wali Nagari Office of Pasir Talang Barat, Sungai Pagu District, South Solok Regency because the number of village officials was only 16 people consisting of 1 Wali Nagari, 1 Nagari Secretary, 6 Kasi/Kaur people, 4 people Staff and 4 heads of jorong plus members from existing institutions in the village, such as 16 PKK members, 2 LPMN members, 3 Posyandu cadres and 3 RDS members, all of which total 40 people.

### **Data collection technique**

In this study, data collection techniques used questionnaires, observation, and documentation. Questionnaires are data collection techniques that are carried out by giving respondents a set of written statements to answer. Questionnaires are an efficient data collection technique when researchers know with certainty the variables to be measured and know what can be expected from respondents (Sugiyono, 2014). Meanwhile, observation is defined as observing patterns of human behavior in certain situations to obtain information about the desired phenomenon (Sugiyono, 2014). Finally, documentation is a method of collecting data by opening necessary documents or records.

### **Validity and Reliability Test**

According to Sugiyono (2017), the validity test shows the degree of accuracy between the data that occurs on the object and the data collected by the researcher. An instrument is valid if it can achieve its objectives: measuring what it wants to measure. Meanwhile, the reliability test helps determine whether the instrument, in this case, the questionnaire, can be used more than once, at least by the same respondent (Husein Umar, 2014). Research is considered reliable when it provides consistent results for the exact measurements. It is unreliable if repeated measures give different results.

### **Data Analysis Technique**

#### *Descriptive Analysis*

In analyzing writing data using descriptive quantitative methods, namely using data exposure techniques originating from statistics, it systematically accurately observed the facts and relationships between the phenomena studied. The research method shows an assessment of the "Master Scale" scale, which is a measurement scale that generally shows five levels of a particular trait.

### Multiple Regression Analysis

This analysis is used to identify and obtain an overview of the influence of motivation (X1) and discipline (X2) on the performance of the Nagari apparatus (Y).

#### 1. Coefficient of Determination ( $R^2$ )

To test this research model is to calculate the coefficient of determination ( $R^2$ ), in essence, measuring how far the model's ability to explain dependent variation. The value of the coefficient of determination is between zero and one. The greater the  $R^2$  of an independent variable, the more dominant the influence on the dependent variable is, and the independent variable that has the largest  $R^2$  indicates the most dominant influence on the dependent variable. Verbally,  $R^2$  measures the proportion (part) or the total percentage of variation in Y described by the regression model (Siswandi, 2012).

#### 2. T-test (partial test)

Siswandi (2012) states that the t-test shows how far the influence of one explanatory/independent variable individually explains the variation of the dependent variable. To test this hypothesis, the t statistic with the quick lock criteria is used if the number of degrees of freedom (df) is 20 or more. The degree of confidence is 5%, then  $H_0$ , which states  $b_i = 0$ , can be rejected if the value of t is greater than two (absolute value).

#### 3. Test F (Test simultaneously)

The F test is a regression coefficient test that aims to examine the simultaneous effect of motivation (X1) and discipline (X2) on the performance of village apparatus (Y).

## RESULTS

### Description of Respondents

The respondents in this study were 40 people consisting of government officials of Nagari Pasir Talang Barat and Nagari Pasir Talang Barat Institutions. This study's known characteristics were age, sex, and last education. The following will discuss the conditions of these respondents' demographic classifications.

**Table 1.** Description of Respondents

Respondent Identity	Categories	Quantities	Percentages
Ages	27-35 tahun	9	22.5 %
	35-40 tahun	13	32.5 %
	≥ 41 tahun	18	45 %
<b>Total</b>		<b>40</b>	<b>100 %</b>
Sex	Laki-laki	18	45 %
	Perempuan	22	55 %
<b>Total</b>		<b>40</b>	<b>100 %</b>
Education	S1	12	30
	SMA/Equivalent	28	70
<b>Total</b>		<b>40</b>	<b>100 %</b>

Source: Processed primary data, 2022

Based on Table 1 above, it can be seen that the respondents in this study aged 27-30 years were 9 people or 22%, those aged 35-40 years were 13 people or 32.5%, and those aged  $\geq 41$  years as many as 18 people or 45%. Meanwhile, the male respondents in this study were 18 people or 45%, and those who were female were 22 people or 55%. This shows that female respondents are more dominant than male respondents. In addition, it can also be seen that the respondents in this study with an undergraduate educational background were 12 people or 30%, and those with the last educational background were high school/equivalent, as many as 28 people or 70%.

### Validity Test and Reliability Test

The validity test in this study was used to measure the validity or validity of a questionnaire. Measuring validity can use Pearson Correlation and is done by carrying out a bivariate correlation between each statement indicator score to the total construct by showing significant results, namely below 0.05 or 5% Ghozali (2018). If each statement indicator has a significance level below 0.05, it is said to be valid. In the try-out test of 30 respondents, the researcher used the formula  $(df) = n-2$ , so  $30-2 = 28$  found a value of 0.361 as the r table. The validity test results of the motivation, discipline, and performance variables show that the variable has a significance value of less than 0.05 and an r count more significant than the r table of 0.361. That is, all indicators of this research variable can be declared valid.

The Reliability Test is a tool for measuring a questionnaire that indicates a variable or construct (Ghozali, 2018). A questionnaire is said to be reliable or reliable if someone's answer to the statement is consistent or stable from time to time. The following are the results of the reliability test:

**Table 2** Reliability Test

Variables	Cronbach Alpha	Outputs
Motivasi	0,934	Reliable
Disiplin	0,857	Reliable
Kinerja	0,831	Reliable

Source: Processed primary data, 2022

Based on Table 2 above, the Cronbach's Alpha value for the motivation variable questionnaire is 0.934, discipline is 0.857, and village apparatus performance is 0.831. Thus, it can be concluded that the statements in this questionnaire are reliable because the value of Cronbach's Alpha is more significant than 0.70.

### Analysis Results

#### *Coefficient of Determination (R<sup>2</sup>)*

The coefficient of determination (R<sup>2</sup>) essentially measures how far the model's ability to explain the variation in the dependent variable. The value of the coefficient of determination is between zero and one. A small R<sup>2</sup> value means that the ability of the independent variables to explain the variation in the dependent variable is very limited. The magnitude of R-Square is 0.584. This

figure can be used to see the magnitude of the influence of motivation and discipline on the performance of the Nagari apparatus. The magnitude of the R-Square is 0.584; this means that variations in motivation and discipline can explain 58.4% of the variation in the performance of the Nagari apparatus. While the rest (100% - 58.4% = 41.6%) is defined by other reasons outside the model. The Standard Error of Estimate (SEE) is 1,653. The smaller the SEE value, the more precisely the regression model predicts the dependent variable.

#### *t*-test results (partial test)

The t-test aims to partially determine the independent variables' effect on the dependent variable. If sig t is more significant than 0.05, then H0 is accepted. Vice versa, if sig t is smaller than 0.05, then H0 is rejected. If H0 is rejected, this means that there is a significant relationship between the independent variables and the dependent variable (Ghozali, 2018). Following are the results of the t-test in this study:

**Table 3.** Multiple Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	$\beta$	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.286	3.246		1.012	.318		
X1	.741	.105	.752	7.071	.000	.995	1.005
X2	.142	.076	.197	1.853	.072	.995	1.005

a. Dependent Variabel: Y

Source: Processed primary data, 2022

To see the magnitude of the influence of motivational variables and discipline variables on the performance variables of the Nagari apparatus individually (partially), the t-test is used. Based on the results of the calculations in Table 3, X1 obtained a t research number of 7,071 > t table of 2,024. This means there is a significant influence between the motivation and performance variables of the Nagari apparatus. Whereas for X2, the magnitude of the t research results from the calculation above obtained the research t number of 1.853. This means there is a significant influence between the discipline variable and the performance variable of the Nagari apparatus.

Based on the analysis above, it can be concluded that the independent variable included in the regression model, the motivational variable (X1), shows a significant value. This can be seen from the significant probability for motivation of 0.000, which is much smaller than 0.05. Meanwhile, the other independent variable, discipline (X2), also shows an insignificant value because the significance level is above 0.05, which is 0.072.

#### *F* Test Results (Simultaneous Test)

The F test shows whether all the independent variables included in the model have a simultaneous (simultaneous) influence on the dependent variable to make the hypothesis decision accepted or rejected by comparing the significance level (alpha) of 5% (0.05). Conversely, if the probability F value is less than alpha 0.05, it can be said that the independent variables jointly affect the dependent variable (Ghozali, 2018).

**Table 4.** Simultaneous Test (Test F)

	<b>Model</b>	<b>Sum of Squares</b>	<b>Df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
1	Regression	141.860	2	70.930	25.955	.000 <sup>b</sup>
	Residual	101.115	37	2.733		
	Total	242.975	39			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

Source: Processed primary data, 2022

From the ANOVA test or F test above, it can be concluded that the calculated F value is 25.955 with a probability of 0.000. Because the probability is much smaller than 0.05, the regression model can be used to predict the performance variables of the Nagari apparatus, or the motivational and disciplinary variables can be used together to influence the performance variables of the Nagari apparatus.

## CONCLUSION

Based on the results of the analysis, this study can be concluded as follows:

1. The motivational variable shows a calculated value of 7,071 at a significance level 0.000. This means that the motivation variable significantly influences the performance variables of the Nagari apparatus. This simultaneously accepts the hypothesis that the motivational variable has a significant influence on the performance variable of the Nagari apparatus.
2. Discipline variable with a t value of 1.853 and t table of 2.024 at a significance level of 0.072. This means that the discipline variable has no significant effect on the performance variables of the Nagari apparatus.
3. The results of the first test from the ANOVA or F test can be concluded; the research F number is 25.955 > F table is 3.25. This means that there is a significant influence between the motivation and discipline variable and the Nagari apparatus's performance variable. This is also consistent with the significance value, which calculates a significance number of 0.000 < 0.05. This means there is a significant influence between the motivation and discipline variables and the performance variables of the Nagari apparatus. So simultaneously, motivational and disciplinary variables jointly influence the performance variables of the Nagari apparatus.

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