



The effect of work motivation, work discipline and intensity of use of K3 on the performance of PT. PLN employees, implementation unit and control of Minahasa Power Plant

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Abstract

The main problem that will be examined in this research is employee performance and the purpose of this research is to determine the effect of work motivation, work discipline and intensity of use of K3 on employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. The method used in this study is a survey method with a quantitative approach and analyzed using the path paradigm, a population of 200 respondents and a sample of 133 respondents. Data collection techniques using a questionnaire. The results of the study are as follows; Work motivation has an effect on employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. Work discipline affects employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. The intensity of the use of K3 affects employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. Work motivation and work discipline affect employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. Work discipline and the intensity of the Use of K3 affect employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. Work motivation and the intensity of the use of K3 affect employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa. Work motivation, work discipline and the intensity of the use of K3 affect employee performance at PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa.

Keywords: work motivation, work discipline, intensity of use of K3, employee performance

Introduction

Companies must be able to manage employees in order to improve performance within the company. The main driver of the smooth running of the company's business and performance are employees. Because employees are a very meaningful and functioning factor for the company. Creating good employee performance is not easy because employee performance can be created if the influencing variables such as work motivation, work discipline, and the intensity of using K3 can be properly accommodated and accepted by all employees within a company.

According to Hasibuan (2016), motivation is the provision of a driving force that creates the enthusiasm of a person's work, so that they want to work together, work effectively and be integrated in all their efforts to achieve satisfaction. That is, work motivation for companies to encourage employee morale so that they can work effectively and efficiently in realizing company goals.

Discipline at work is also one of the factors that affect employee performance. Work discipline shows more attitudes and behavior on employee compliance with applicable regulations within the company. According to Arif Yusuf Hamali (2018)^[13] work discipline is an attitude of respect for company rules and regulations, which exist within employees, which causes employees to adapt voluntarily to company rules and regulations. Employee work discipline can be implemented by establishing regulations that employees must obey.

The factor that affects performance is also the intensity of the use of K3. The importance of using K3 is very helpful for employees in supporting their performance. In carrying out their duties, employees must use K3 facilities such as personal protective equipment (PPE) completely and according to the instructions for use correctly, to avoid accidents at work. According to Mangkunegara (2017)^[1, 2], the term Occupational Safety and Health indicates conditions that are safe or safe from suffering, damage or loss in the workplace. Meanwhile, occupational health refers to a condition that means being free from physical, mental, emotional or pain disorders caused by the work environment. PT. PLN (Persero) Generation Implementation and Control Unit in

Minahasa is part of the Generation Unit in which there are 3 fields, namely engineering, operation and maintenance, and financial administration human resources. Where in each of these fields employees are required to produce good performance and complete any tasks assigned by the leadership in accordance with established regulations.

The results of observations at PT. PLN (Persero) Minahasa Power Generation Implementing and Controlling Unit found the following problems, employee work initiatives were not well established; lack of cooperation between employees at work; the quality of work of employees is still less than optimal/less skilled; there are still some employees who have not been able to correct mistakes at work; lack of understanding from the company on the factors that create motivation and retain employees in working in the company; the low effort of employees in achieving promotions; employees lack high enthusiasm to improve performance at work; workers arrive late at work so that they forget to use the equipment (safety) that must be used in the conditions of the work environment to be faced; employees are still not disciplined in carrying out the tasks assigned by the company; there are still employees who do not enter without explanation; there are some employees who lack discipline in dressing; lack of employee participation in participating in morning sports on Fridays; late return of employees to work after lunch.

The results of the researcher's interview with one of the employees of PT. PLN (Persero) Minahasa Power Generation Implementation and Control Unit explained that employees are reluctant to use these tools because the tools provided are difficult to use, uncomfortable, feel disturbed to use and there are many other contributing factors.

Research Methods

A. Research Object

The object of research to be examined is the Effect of Work Motivation, Work Discipline and Intensity of Use of K3 on Employee Performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa.

B. Type of Research

The type of research in this study is a survey method with a quantitative approach. This study uses descriptive data analysis. This analysis will be used in testing the magnitude of the influence of 3 independent variables (independent variable) and 1 dependent variable (dependent variable), namely; Work motivation (X1), work discipline (X2), intensity of use of K3 (X3) and the dependent variable is employee performance (Y).

The following is a research model chart

C. Population and Sample

a. Population

The population used as the object of research are employees of PT. PLN, the Unit for Executing and Controlling Generation in Minahasa with a total of 200 employees.

b. Sample

The sample in this study were 133 people with a sampling technique using probability sampling.

D. Data collection technique

1. Data collection techniques, measuring 2 (two) types of variables (free and dependent). The independent variable is a variable that affects or is the cause of the change or the emergence of the dependent variable (bound) which is denoted by (X) and the dependent variable is the variable that is influenced or that becomes the result, because of the independent variable which is denoted by (Y).
2. The data collection technique uses a questionnaire (questionnaire) which is assumed to be with a number of questions using a Likert scale (1-5). The questionnaire in this study used open and closed questions. Questionnaire technique (question) contains 4 (four) criteria; X1 (Work Motivation), X2 (Work Discipline), X3 (Intensity of Use of K3), Y (Performance).

E. Data Processing and Analysis Techniques

1. Multiple Regression Test

Multiple linear regression analysis in this study used a significance level of 0.05. The formula according to Ghazali (2016: 94) of the multiple linear regression model is as follows,

Description:

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3$$

Y = Employee Performance

X1 = Work Motivation

X2 = Work Discipline

X3 = Intensity of Use of K3

a = Constant

b1, b2, b3 = Regression coefficient

F. Statistical Hypothesis

a. $H_a = \rho_{y.x_2, x_3} > 0$ Work discipline and the use of K3 have an effect on employee performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa.

$H_0 = \rho_{y.x_2, x_3} = 0$ Work discipline and the intensity of the use of K3 have no effect on employee performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa.

b. $H_a = \rho_{y.x_1, x_3} > 0$ Work motivation and the intensity of the use of K3 affect employee performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa.

$H_0 = \rho_{y.x_1, x_3} = 0$ Work motivation and the intensity of the use of K3 have no effect on employee performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa.

c. $H_a = \rho_{y.x_1, x_2, x_3} > 0$ Work motivation, work discipline and the intensity of the use of K3 there are differences in the effect on employee performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa

$H_0 = \rho_{y.x_1, x_2, x_3} = 0$ Work motivation, work discipline and the intensity of the use of K3 there is no difference in the effect on employee performance at PT. PLN Unit for Executing and Controlling Generation in Minahasa.

Results and Discussion

A. Research Results

Work Motivation (X1), Work Discipline (X2) and Intensity of Use of K3 (X3) Against Employee Performance (Y) ($y = a + bx_1 + bx_2 + bx_3$)

Based on the results of data processing using the SPSS 17.0 program, the coefficients of work motivation (variable X1), work discipline (variable X2), intensity of use of K3 (variable X3) and employee performance (variable (Y) in table 4.24, Significance Test Table 4.25 and Multiple Linear Regression Test in Table 1.

Table 1: Multiple Correlation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.523 ^a	.273	.256	.833
a. Predictors: (Constant), K3, Work Motivation, Work Discipline				
b. Dependent Variable: Employee performance				

Table 2: Significance Test

Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	33.581	3	11.194	16.150	.000 ^a
	Residual	89.412	129	.693		
	Total	122.992	132			
a. Predictors: (Constant), K3, Work Motivation, Work Discipline						
b. Dependent Variable: Employee performance						

Table 3: Uji Regresi Multiple Linear

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.837	4.629		4.069	.000
	Motivasi Kerja	.090	.083	.093	1.092	.277
	Disiplin Kerja	.297	.082	.338	3.622	.000
	K3	.220	.101	.196	2.180	.031
a. Dependent Variable: Employee performance						

Explanation

- Table 1 displays the R value which is a symbol of the correlation coefficient value. The correlation value is 0.523. This value can be interpreted that the relationship between the two research variables is in the strong category.
- Table 2 is used to determine the level of significance or linearity of the regression. The criteria can be determined based on the F test or the significance value test (Sig.). The easiest way is to test Sig., provided that if the value of Sig. < 0.05, then the regression model is linear, and vice versa. Based on table 4.25, the value of Sig. = 0.000 which means < significant criteria (0.05), thus the regression equation model based on this research data is significant, meaning that the linear regression model meets the linearity criteria.
- Table 3 informs the regression equation model obtained with constant coefficients and variable coefficients in the Unstandardized Coefficients column B. Based on table 4.26, the regression equation model is $y = 18,837 + 0.090X_1 + 0.297X_2 + 0.220X_3$. This means that if the value of the variable X is zero, the value of the variable $y = 18,837$.

a. Coefficient of Determination

Through the path coefficients that have been obtained, the coefficient of determination is then calculated, namely the amount of contribution/influence of the work motivation variable (X1 variable), work discipline (X2 variable), K3 (X3) and employee performance (variable (Y) together.

Based on the results of processing using the SPSS 17.0 program, the coefficient of determination of the variables in Table 4

Table 4: Determinant Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.523 ^a	.273	.256	.833
a. Predictors: (Constant), K3, Work Motivation, Work Discipline				
b. Dependent Variable: Employee performance				

Through Table 4. it is also obtained that the R Square value or coefficient of determination (KD) obtained is 27.3% which can be interpreted that the independent variable X1 (work motivation) X2 (work discipline) X3 (Intensity of K3 use) has a contribution effect of 27.3% on the variable Y (employee performance) and 72.7% are influenced by other factors outside the variables X1 (work motivation) X2 (work discipline) and X3 (Intensity of K3 use).

From the series of tests above, it can be stated that:

1. There is a significant influence between work motivation on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
2. There is a significant influence between work discipline on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
3. There is a significant influence between the Intensity of Use of K3 on Employee Performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
4. There is a significant influence between work motivation and work discipline on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
5. There is a significant influence between work discipline and the intensity of the use of K3 on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
6. There is a significant influence between work motivation and the intensity of the use of K3 on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
7. There is a significant influence between work motivation, work discipline and the intensity of the use of K3 on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.

Discussion

Significant influence between work motivation, work discipline and the intensity of the use of K3 on employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa

The results showed that the beta coefficient (β) on the work motivation variable was 0.090, the beta coefficient (β) on the work discipline variable was 0.297 and the beta coefficient (β) on the K3 intensity variable was 0.220. So each variable has a coefficient, thus if there is a change in the value of the independent variable, the dependent variable (performance of employees of PT. PLN (Persero) Unit for Executing and Controlling Generation in Minahasa) also changes. The contribution of work motivation, work discipline and the intensity of the use of K3 to employee performance (R^2) is 0.273 (27.3%) and the remaining 72.7% is influenced by other factors not addressed in the study.

Work motivation, work discipline and the intensity of using K3 have a positive influence on employee performance. Good employee work motivation reflects good behavior by employees. High employee work discipline also shows a high sense of responsibility owned by employees and can cause the targets set by the company to be as expected. The intensity of the use of K3 by employees creates a sense of security in doing work. This indicates that work motivation, work discipline and the intensity of the use of K3 have an impact or have an influence on increasing employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.

This research is also supported by research conducted by Nuning Nurna Dewi, Sundari (2021) which shows that work motivation and work discipline have a positive influence on employee performance. Thus, if the company wants to get maximum work results, it is necessary to create high work motivation and high work discipline as well. This will have an impact on achieving the targets and goals set by the company.

Conclusion

Based on the data analysis that has been done, a conclusion can be drawn as follows:

1. Work motivation and intensity of use of K3 affect employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.
2. Work discipline and the intensity of the use of K3 affect employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.

3. Work motivation, work discipline and the intensity of the use of K3 affect employee performance at PT. PLN (Persero) Generation Implementation and Control Unit in Minahasa.

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