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The Effect of Discipline and Work Motivation on Employee Performance, BTPN Gorontalo

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ABSTRACT

Performance is an important aspect of the organization. Performance can be influenced by various factors, including discipline and work motivation. Therefore the purposes of this study are 1) to find out to what extent the influence of Discipline on Employee Performance; 2) to know to what extent the influence of the Work Motivation on Employee Performance; 3) to figure out to what extent the influence of simultaneous discipline and work motivation on Employee Performance. This quantitative method employed multistage sampling that was done in stages. It was based on the scope of employees in BTPN Gorontalo. The analysis tool used was a mathematical model of Multiple Linear Regression with SPSS 16.0. Moreover, all BTPN Gorontalo employees were taken as the population in this study. The results of the t-test of variable of discipline significantly influence employee performance seen from t_{count} (4,388) ¬>t_{table}(1,729); while the variable of work motivation has a significant effect on employee performance behavior seen from t_{count} (2,379) > t_{table} (1,729). Based on the calculated value of 13,532 with a p-value (sig. Value) of 0,000. This value is much lower than 0.05, which means it has simultaneous effect. According to the calculation of the determination coefficients, it is obtained R Square value of 0.501. This value means 50.1% of the variability regarding Employee Performance can be explained by the independent variables in the model (Discipline and Work Motivation), while the remaining 49.9% is influenced by other variables.

Keywords: Discipline, Work Motivation, and Employee Performance

INTRODUCTION

Performance is an important part of the organization's achievements in a certain period. It is essential to pay attention to employee performance. If the employee performance does not get enough attention, it will result in a decrease in overall targets. The decrease in employee performance should not be allowed to continue because it will cause the institution to suffer losses. For this reason, leader must pay attention to the factors that affect the performance of their employees.

Discipline is very important for organizational growth, especially to motivate employees to be able to discipline themselves in carrying out work both individually and in groups. Besides, discipline is useful in educating employees to obey and like the rules, procedures, and policies that are applicable, so that they can produce good performance. Discipline can be seen when employees come and go home on time, do all their work well, comply with all applicable rules and social norms. One of the things that affects employee performance is work motivation. Motivation can be a driving force for someone to carry out an activity to get the best results. Therefore, it is not surprising that employees who have high work motivation have high performance. Motivation is the process of influencing or encouraging from outside on a person or workgroup so that they want to carry out something that has been set. Motivation or encouragement

is intended as a natural urge to satisfy and sustain life. According to Liang Gie (in Samsudin 2006: 281), motivation is the work carried out by managers in providing inspiration, enthusiasm, and encouragement to others, in this case their employees, to take certain actions. This encouragement aims to encourage people or employees so that they are eager to work and can achieve the desired results. The positive and negative impacts of work discipline and motivation can be seen from: 1) work productivity, 2) work effectivity, 3) work efficiency.

This condition can be seen in various work units, one of which is the Gorontalo branch of the State Pension Bank (BTPN), which shows that not all employees can improve work performance. From field observations, it is known that there are several factors that indicate employee performance has not been maximized. This can be seen from the monthly accumulation that there are still employees who arrive late due to the relative distance between the place of residence and the office, and there are also employees who do not attend work hours. Besides that, the work results of each month do not meet the target, and not all employees have work performance. Therefore the impact is that not all employees get bonuses and incentives. At present, BTPN is a bank that serves retired people as well as taking salaries or applying for loans for retired people. The increasing number of customers requires employees to have work motivation in various aspects of banking services. Therefore we need the role of a leader in disciplining and motivating employees to work. Employees who lack discipline will find it difficult to increase productivity and may not realize the achievement of the goals set by the company beforehand. Lack of employee discipline and motivation from leaders will have an impact on achieving performance targets.

Based on the background that has been described, the researcher is interested in researching the Effect of Discipline and Work Motivation on Employee Performance at BTPN Gorontalo. Based on the background, the formulation of the problem is determined as follows: 1) Is there any influence of discipline on employee performance at BTPN Gorontalo Branch, 2) Is there an influence of work motivation on employee performance at BTPN Gorontalo Branch, 3) Is there an influence of discipline and work motivation simultaneous performance of employees at the Gorontalo Branch of BTPN.

Employee Performance Variable (Y)

Performance is the result of the quality and quantity of work that can be achieved by an employee in carrying out tasks according to the responsibilities given to him/her. According to Rivai (2011: 548) Performance is a function of motivation and ability to complete tasks with a certain level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what is done and how it is done. Performance is the result of real work displayed by each person as work performance in a certain period. Performance comes from the word job performance or actual performance which means work performance or actual achievement achieved by someone. Understanding performance is the work of quality and quantity achieved by an employee in carrying out their functions in accordance with the responsibilities given to him. According to Rivai (2011: 309) that performance is a real behavior that is displayed by everyone as a work achievement produced by employees in accordance with their role in the company. Nawawi (2011: 72) states that quality improvement activities begin with efforts to foster motivation or motivation so that success in carrying out work is based on the awareness of the personnel concerned. When the motivation is possessed by each person, it is expected that a feeling of responsibility for his work will develop, which will also foster a willingness to participate in achieving the goals of his work organization through the maximum implementation of his duties. Likewise, according to Handoko (2010: 94) revealed that "Job performance is a work achieved by someone in carrying out tasks assigned to him based on skill, experience, and sincerity as well as time."

Robbins (2012: 218) states that performance is a function of the interaction between ability (ability), motivation (motivation) and desire (obsetion) and further gives the definition of performance as the level of goal achievement. Mangkunegara (2010: 67) that "Employee performance (work performance) is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. Samsudin (2006: 159) Performance appraisal is a process by organizations to evaluate or assess employee performance. Performance appraisal carried out properly and in an orderly manner will be able to help improve work motivation and organizational loyalty of employees. Based on the various opinions above, it can be concluded that performance is the result of real work displayed by everyone as work performance in a certain period. The performance indicators, according to Bangun (2012: 234) states a job can be measured through the dimensions of which, namely: 1) The quantity of work; 2) Quality of work; 3) Timeliness; 4) Presence; 5) The ability to work together.

Discipline Variable (X1).

Rivai (2011: 825) Work Discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase awareness and willingness to obey all company regulations and applicable social norms. For example, some employees are accustomed to being late to work, ignoring safety procedures, neglecting the work details needed for their work, behaving rudely to customers, or engaging in inappropriate actions. Employee discipline requires communication tools, especially on warnings that are specific to employees who do not want to change their nature and behavior. Fathony (2006: 172) states that discipline is a person's willingness to obey all company regulations and social norms that apply. According to Martoyo (2008: 2-3) said that discipline is the behavior of a person with regulations, existing work procedures or discipline is an attitude of behavior and deeds in accordance with the rules of the organization, both written and unwritten. Hasibuan (2010: 194) states that basically there are many indicators that affect the level of employee discipline in an organization including 1) objectives and abilities; 2) Exemplary leadership; 3) Repay service; 4) Justice; 5) Waskat; 6) Penalty sanctions; 7) Decisiveness; 8) Humanitarian relations.

Work Motivation Variable (X2).

According to Samsudin (2006: 282), work motivation is something that gives rise to motivation or enthusiasm for work. Motivation moves people to display behavior towards the achievement of a particular goal. What appears from the outside is only the behavior of humans, which can be based on a variety of motivations inside. The role of work motivation in moving the function of human resource management is to make people act or behave in ways to move a certain direction to the workforce to the specified destination. The strength of motivation that exists in humans can be generated by the impulse that exists in themselves and the environment while other aspects are the maintenance of culture and values contained in the organization that can encourage high work performance.

Meanwhile, Rivai (2011: 837) states motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals while Robbins (2010: 458) is a willingness to make high-level efforts to achieve organizational goals, required by the ability of the business to satisfy certain individuals. According to Winardi (2004: 3), motivation is an important concept in the study of individual work performance. In other words motivation is an important determinant of individual performance. It is clear that it is not the only determinant, because there are still other variables that influence it such as 1) Efforts (work) are mobilized; 2) The ability of the person concerned; 3) work experience. Moreover, Wiludjen (2007: 154) argues that motivation is a fundamental psychological process and is one of the determinants of achieving organizational goals. Meanwhile, Bangun

(2012: 312) states that motivation is a desire in someone to cause that person to take action. Motivation can be defined as an action to influence others to behave regularly. Motivation is a duty for managers to influence other people (employees) in a company.

Siagian (2011: 42) expresses that employees are motivated to work caused by two factors, namely: Intrinsic factors, namely the driving force that arises from within each employee, in the form of work itself, progress, responsibilities, recognition, and achievements. Extrinsic factors are driving factors that come from outside oneself, especially from the organization where he works. From the explanation of intrinsic factors and extrinsic factors, the motivation indicators are: 1); The work itself 2); Recognition; 3) Responsibility; 4) Salary.

Research Limitation

Based on the research statement and method, this research only applies on the scope of Gorontalo State Pension Bank Management which include: 1) effect of work discipline, 2) effect of work motivation, 3) effect of work discipline and motivation towards employees' performance at Gorontalo State Pension Bank

RESEARCH METHOD

Research Object and Location.

The object of research in this study is employees, while the analysis of this study is BTPN Gorontalo. In this research object, if the total population is less than 100 then the sample is the whole of the existing population, whereas if the population is more than 100 then the sample is 10% - 15% or 20% - 25%. In connection with this, the sample in this study was a member of the employee population at the BTPN Gorontalo Branch, which amounted to 30 people.

Data source

To obtain the data needed in this study, the authors use primary data and secondary data, namely: Primary Data are obtained by collecting directly from the field or source observed. i.e. like employees who were respondents in this study who were in BTPN Gorontalo. Secondary Data are collected by other parties and were available at the time of the study. Secondary data in the profile of the bank concerned, organizational structure, and relevant library sources.

Associated with testing the validity of the instrument according to Tjpitono, Fandi (2004: 110), explains that validity is a measure that indicates the level of reliability of a measuring instrument. A measurement tool that is less valid means it has low validity. To test the validity of a measuring tool, first, find the correlation prices between the parts of the measuring instrument as a whole by correlating each item measuring instrument with a total score, which is the sum of each item score. Pearson product moment formula is used to calculate the validity of measuring instruments.

Data Analysis Techniques

Multiple Regression Analysis

This study uses a statistical analysis test. Multiple linear regression statistical test tool is used to verify the research hypothesis.

T test

The t-test basically shows how far the influence of one independent variable individually in explaining the variation of the dependent variable. This test is to determine whether the effect of each independent variable on the dependent variable is meaningful or not.

F test

F test is used to test whether there is a significant effect between price and advertising on consumer behavior if $F_{count} > F_{table}$ means there is a significant effect, but if Fcount<F table then there is no significant effect, which is formulated as follows:

$$F_{count} = \frac{RJK_{Reg\,(b/a)}}{RJK_{Res}}.$$

Determination Coefficients

The determination coefficients are the square of the correlation coefficients. In the use of the determination coefficients, it is expressed in percentages, so it should be multiplied by 100%. These determination coefficients are used to determine the percentage of influence that occurs from the independent variable on the dependent variable.

RESULTS AND DISCUSSION

Test Validity and Reliability of Instruments

Based on the data obtained from the results of the questionnaire given to respondents who entered the sample, then testing the questionnaire to measure the level of goodness of the questionnaire is by analyzing the validity and reliability of the questionnaire. The level of validity of the questionnaire was measured based on the coefficient of validity, which in this case used the Pearson correlation coefficient. The question is said to be valid to measure the research variable in question if the value of the validity coefficient is more than or equal to 0.3 (Nunnaly in Fandy Djiptono, 2004). Reliability Test is intended to find out the consistency of the measuring instrument in its use, or in other words, the measuring instrument has a consistent result if it is used many times at different times. For reliability testing the Alpha Cronbac technique is used, an instrument can be said to be reliable if it has a reliability coefficient of at least 0.5 or 0.6. (Nunnaly in Fandy Djiptono, 2004). Validity and reliability tests were conducted and tested first on 15 employees who have the same characteristics.

The test results show all statement items for the Discipline variable have a correlation value higher than 0.30, thus that the statement items for the Discipline variable (X1) are valid for further testing. In addition, all statement items for the Work Motivation variable have a correlation value higher than 0.30, thus the statement items for the Work Motivation variable (X2) are valid for further testing. All statement items for the Employee Performance variable have a correlation value higher than 0.30 so that the statement items for the Employee Performance variable (Y) are valid for further testing.

Table 1: Reliability Test

Variable	Reliability coefficients	Critical Point	Explanation
Discipline	.930	0.5	Reliable
Work Motivation	.957	0.5	Reliable
Employee Performance	.948	0.5	Reliable

Source: Primary data processed 2018 SPSS 16.0

The Discipline Variable has an alpacroanbac value of 0.930 which is higher than the critical point of 0.5, thus the Discipline variable (X1) is already reliable for further testing. Work Motivation variable has alpacroanbac value of 0.957 is higher than the critical point of 0.5, thus for the variable of Work Motivation (X2) is reliable (reliable) for further testing. Employee Performance Variable has an alpacroanbac value of 0.948, which means it is higher than the critical point of 0.5, thus the Employee Performance variable (Y) is reliable for further testing.

Multiple Linear Regression Analysis.

Table 2 Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.805	14.814		.122	.904
Discipline	.646	.147	.599	4.388	.000
Work Motivation	.311	.131	.325	2.379	.025

a. Dependent Variable: Work_Motivation

Source: Primary data processed 2018

Based on the analysis results in table 4.8, the following equation is obtained:

$Y = 1.805 + 0.646X_1 + 0.311X_2 + e$

From this model, things can be interpreted as follows:

1. Constants = 1,805

If all variables in the model do not significantly influence, or in other words constant then the average value of employee performance is 1,805 units

2. Coefficient X1 (Discipline) = 0.646

If the Discipline variable has an increase of 1 (one) point while the Employee Performance variable is considered permanent, then it causes an increase in the Employee Performance variable by 0.646 points.

3. Coefficient X2 (Work Motivation) = 0.311

If the Work Motivation variable increases by 1 (one) point while the Discipline variable is considered constant, it will cause an increase in the Employee Performance variable by 0.311 points.

Classic assumption test

Multicollinearity Test

To find out the presence or absence of these symptoms used an indication of the value of Variance Inflation Factor (VIF). If the VIF value> 10 then multicollinearity occurs, and vice versa, if VIF <10, there will be no multicollinearity while the tolerance value above 0.1 means that there is no multicollinearity on the independent variable.

Table 3 Tolerance Value and Variation inflation factor

Variable	VIF Value	Tolerance Value	Conclusion
Discipline	1.009	. 991	Non Multicolinerity
Work Motivation	1.009	. 991	Non Multicolinerity

Source: Primary data processed 2018

That the variable Discipline and Work Motivation does not occur multicollinearity is evidenced by the Tolerance value of 0.991> 0.1 and the VIF value of 1.009 <10.

Heteroscedasticity Test

Heteroscedasticity will result in an estimation of the regression coefficient to be inefficient. The assessment results will be less than they should be. Heteroscedasticity contradicts one of the basic assumptions of linear regression, namely that the residual variation is the same for all observations or is called homoscedasticity. Heteroscedasticity testing is done using the Scatter Plot. If the points do not occur clear

models/patterns and spread above and below the 0 axis Y, then there is no heteroscedasticity (Ghozali, 2001).

Heteroscedasticity test results there is no clear pattern of points and spreads above, and below the Y axis, this shows the regression model does not have symptoms of heteroscedasticity, meaning that there is no significant interference in this regression model.

Hypothesis test

Partial Testing (t-test)

The formulation of the hypothesis can be stated as follows:

1. H_0: $\beta_i = 0$ where i = 0,1,2 (there is no significant effect of the i-th independent variable on the dependent variable).

H1: $\beta_i \neq 0$ where i = 0,1,2 (There is a significant influence of the i-th independent variable on the dependent variable).

2. T0 H_0 if p-value <significance level α = 0.05

3. Test Statistics: $t_1 = \dfrac{\hat{\beta_1}}{Se_{\hat{\beta}}}$

Test Criteria: Reject H_o if the value or p-value ≤ α / 2 (2-party test) is accepted in other respects. T_{table}N-k distribution $_{(95\%;\ 30\text{-}2\text{-}1\ =\ 27)}$ = 1,729

Table 4 Test Results t and the value of T table with significance = 5%

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.805	14.814		.122	.904
Discipline	.646	.147	.599	4.388	.000
Work Motivation	.311	.131	.325	2.379	.025

a. Dependent Variable: Employee_Performance

Source: Primary data 2018

It is shown that the variables of Discipline (X1) and Work Motivation (X2) have a positive and partially significant effect on Employee Performance, evidenced by:

1. Discipline Variable has a partial effect on Employee Performance t_{count}>t_{table} that is variable value 4.388> 1.729.

2. Work Motivation Variable has a positive and significant effect partially on Employee Performance t_{count}>t_{table}, which is Work Motivation variable 2,379> 1,729.

Simultaneous Test (f test)

Simultaneous testing is carried out using the f test. The testing steps are as follows:

1. If f_{count}>f_{table}, then there is a significant influence between price and advertising variables on consumer behavior.

2. If the p-value (Sig) <0.05 (simultaneous effect between independent variables on the dependent variable)

3. Significance level (α) = 0.05

Table 5 Test Results f and f_{tabel} Value with Signification = 5%

ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1545.330	2	772.665	13.532	.000[a]
	Residual	1541.637	27	57.098		
	Total	3086.967	29			

a. Predictors: (Constant), Work_Motivation, Discipline

b.Dependent Variable:Employee_Performance

It is shown that the calculated value is 13.532 and has a p-value (sig) of 0,000. This value is lower than 0.05. Thus, at the 95% confidence level it can be concluded that simultaneously, all independent variables in the Discipline and Work Motivation models have a significant simultaneous effect on Employee Performance.

Correlation and Determination Coefficient Test

The value of R^2 ranges from $0 < R^2 < 1$. If the value of R^2 gets closer to one, the proposed model is said to be good because the higher variation of the dependent variable can be explained by the independent variable.

Table 6 Interpretation of the Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.708[a]	.501	.464	7.556	1.331

a. Predictors: (Constant), Work_Motivation, Discipline

b. Dependent Variable:Employee_Performance

From the above results, it obtained the Multiple Regression linear Model Summary results, the value of the correlation coefficient R which shows the level of relationship between the independent variables and the dependent variable that is 0.708 or close to 1 means that there is a strong relationship and obtained R-Square value of 0.501. This value means that at 50.1% variability regarding Employee Performance can be explained by the independent variables in the model (Discipline and Work Motivation) while the remaining 49.9% is influenced by other variables not included in this research model.

Table 7 Results of Multiple Linear Regression Analysis

Variable	Standardized Coefficients (β)	t count	Sig.	Explanation
Discipline (X_1)	.599	4.388	.000	Significant
Work Motivation (X_2)	.325	2.379	.025	Significant

DISCUSSION

The Effect of Discipline on Employee Performance

The findings of the study regarding the description of Discipline variables, Work Motivation and Performance of Riches, where the results of testing the instrument of validity and reliability of the three variables are above the r_{tabel} meaning valid or valid and for testing the reliability have the value of the alpha croanbach is between 0.6 to 0, 80 means reliable, the conclusion from the questionnaire can reveal the results of good instruments. Based on the results of data processing shows that the variable Discipline (X1) has a partially significant effect on Employee Performance, as evidenced by $t_{count} > t_{table}$, the distribution of t_{table} values of 5% significance level with degree of freedom (df) = nk or $_{30-2-1 = 27}$ The value of t_{table} = 1,729 from these results subsequently obtained two independent variables namely Discipline and Work Motivation which have a positive and significant effect simultaneously on the Performance of BTPN Gorontalo Employees.

One of the factors that influence employee performance is discipline. According to Rivai (2011: 825) Work Discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. One example of lack of discipline in work is employees who are often late to work, neglecting safety procedures, neglecting the work details needed for their work, behaving rudely to customers, or engaging in inappropriate actions.

Work discipline can be influenced by employee morale, the level of compensation provided, and employee job satisfaction. Where employees with high morale tend to work better, on time, and never play truant. Employees will be eager to go to work so that their work discipline becomes high. Based on the above aspects, the work discipline will have a major effect on company performance. When the level of work discipline of a company is high, it is expected that employees will work better, so company productivity increases. In addition, good work discipline will improve work efficiency as much as possible, do not spend a lot of time for the company just to reform the discipline, and the time can be used to achieve company goals.

Effect of Work Motivation on Employee Performance

The Effect of Work Motivation on Employee Performance, where Work Motivation is an impetus that is in a person who moves to do something in accordance with the encouragement in him. Work Motivation is very important in any business group of people who work together to achieve the goals of the company/organization, the problem of motivation can be considered simple because basically humans are easily motivated, by providing what they want. The problem of motivation is considered complex because something is considered important for certain people.

Every work motivation will directly improve the performance of its employees because giving motivation/motivation itself will lead to workers who are effective, skilled, and have skills, and it is because of the desire to achieve something. Research on the description of Work Motivation variables has a partial and simultaneous effect on Employee Performance, where the results of testing the instrument of validity and reliability of Work Motivation variables are above r_{tabel} which means valid or valid and for testing reliability through the critical value of alp croanbach and it is reliable. Based on the results of the processed data, it is shown that the variable of Work Motivation has a significant effect on Employee performance, evidenced by $t_{count} > t_{table}$ and for the p-value below 0.05. From the results of filling out the questionnaire by many respondents who answered agreed, there would be work motivation. These results indicate that creating good work motivation such as giving encouragement to employees to work will be able to improve their performance results.

Simply stated, motivation is seen as a desire found in an individual who stimulates it to take action to achieve the target. According to Hasibuan (2010: 42), the purpose of providing motivation to employees is to encourage employee passion and enthusiasm, increase employee productivity and create a good atmosphere and

working relationships between superiors and subordinates. This shows that by applying motivation to employees will be able to improve the quality of their performance and the progress of a company because employees are one of the main keys in achieving company success and company survival.

The company's strategy in order to realize the company's main objectives is to improve the quality of its workers. This will shape the company to be developed and developing, in addition, there are many things that need to be done by a boss to make employee performance improve and become more effective such as by providing the need for a sense of security at work, social needs, and giving awards or positions to employees the. This is a form of awareness that work motivation is very beneficial for companies to compete effectively, because a motivation is needed by all individuals to support their work, therefore it is very necessary to have work motivation given to improve employee performance other than that by applying the concept of motivation that is both for employees can increase employee productivity, can maintain the stability of company employees, can improve employee discipline, and can improve the atmosphere and good working relationships between superiors and subordinates.

Effect of Discipline and Work Motivation on Employee Performance

Simultaneous test results obtained $f_{count} > f_{tabel}$. And it has a p-value of 'Sig' 0.000 <0.05, the conclusion is that H_0 is rejected and accepts the H_1 alternative hypothesis that there is a simultaneous positive effect between discipline and work motivation on employee performance. While in testing, the coefficient of determination (R-Square) of 50.1% variability regarding Employee Performance can be explained by the independent variables in the Discipline and Motivation model, while the remaining 49.9% is influenced by other variables not included in this research model.

Discipline and Work Motivation affect Employee Performance, Employee performance is important to note, quality, quantity, and timeliness are indicators of the level of employee performance. Because the high and low performance of employees will affect overall company productivity. Because of that every company must know the core of the performance problem and truly be understood as the basis of a very strategic variable in achieving company goals. In addition, the discipline of an employee is very important to be applied by the company, because the beginning to achieve success in working an employee must apply a disciplined attitude at work.

A company does not only need good enough work discipline but good or even very good work discipline so that it can produce a good employee performance as well as helping the company to achieve company goals and be able to advance the company. Good employee motivation will encourage employees to work more enthusiastically and better so that the results achieved will also be good. With good work discipline and optimal work motivation by the BTPN Gorontalo Branch, employee performance will reach the target. Optimal employee performance will enable BTPN Gorontalo to compete with other leading banks and become better and more advanced banks in the future.

CONCLUSION AND SUGGESTION

Conclusion

This research was conducted to determine the effect of discipline variables and work motivation on the performance of BTPN Gorontalo employees. From the formulation of the proposed research problem, the data analysis that has been carried out and the discussion that has been presented in the previous chapter can be drawn several conclusions from this study are as follows:

1. Discipline (X1) has a positive effect on employee performance. The application of good work discipline will make the quality of an employee's performance improve. The results of the t test of discipline variables have a significant effect on employee performance seen from t_{count} (4,388) ¬>t_{table} (1,729),

2. Work Motivation (X2) has a positive effect on Employee Performance. Providing work motivation to BTPN Gorontalo Branch employees directly will increase the performance of its employees because providing motivation/motivation itself will lead to workers who are effective, reliable, skilled, and have skills in working. Work motivation variables have a significant effect on employee performance seen from t_{count} (2,379) ¬>t_{table} (1,729).

3. Based on the results of simultaneous research between discipline and work motivation on employee performance that has been described in the previous chapter, where discipline and work motivation simultaneously have a positive effect on employee performance, It can be concluded that by applying discipline and motivation that is getting better will be able to increase employee performance, company success, and company survival.

Suggestions

Based on the research conclusions, it can be given the following advice:

1. Carry out activities that can increase work discipline and motivation, so that the impact on increasing performance gradually and continuously.

2. Implement rewards and punishments for every employee who violates or achievers in achieving targets and performance.

3. Recommendation on further research about the effect of management elements towards the effectivity and efficiency of employees' performance at Gorontalo State Pension Bank.

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