



The Influence of Motivation, Job Satisfaction, and Work Discipline in Employee Performance at Nutrihub Medan

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ABSTRACT

This research was conducted to investigate and assess the impact of discipline, job happiness, and motivation on worker performance at Nutrihub Medan. A questionnaire was issued to 80 employees of the business, which is located in Jalan Sei Besitang Gg. Baru No. 16, Sei Sikambig D, Kec. Petition Field, in order to collect the data. This study uses SPSS version 25 for data analysis. The validity test, the reliability test with Alpha Crobach's alpha, the traditional assumption test, and multiple linear regression analysis to prove the research hypothesis. The results of the analysis prove that motivation has no considerable impact on employee performance, including work discipline and job satisfaction.

INTRODUCTION

The development of the times and technology in the present, makes people choose to choose in buying food and drinks. Especially today's youth, because their main target is delicious and healthy food but also affordable for school and college students. Nutrihub also plays a role as a market leader when providing input or appropriate techniques to customers in order to achieve a healthier, more enjoyable and meaningful life, both now and in the future.

Nutrihub is a national private company engaged in the food and beverage industry. Nutrihub Medan is a place where leaders, communities and entrepreneurs can collaborate with Nutrihub. Nutrihub is a forum for collaboration between communities that work together with PT Nutrifood. Nutrihub Medan also invites young people to rise up because what the world really needs at this time is young people who are achieving, contributing more to many people.

Motivation at Nutrihub Medan must pay more attention so that the company's progress is maintained. Human Resources are also considered, especially employees who need ongoing stimulus so that they can carry out their obligations optimally. Work motivation is so needed. Without optimal work motivation, employees at Nutrihub Medan do not feel enthusiastic about completing their work and easily become discouraged if they feel they have failed. Nutrihub Medan leaders must be sensitive to this situation because it can influence all employee performance.

Job satisfaction at Nutrihub Medan gets a lot of organizational attention because in the company it shows that work experience and the level of disappointment are great which indicate problems that require attention. Employee disappointment is related to employee absenteeism, as well as physical and mental problems when employees are dissatisfied with their work, reduced work involvement at Nutrihub Medan, low organizational commitment which ultimately decreases productivity levels.

There are still work disciplines at Nutrihub Medan who have not complied with working hours, besides that some employees continue to disregard the rules contained in Nutrihub Medan, which causes employee performance to decrease. In decreasing performance, companies at Nutrihub Medan use employee discipline, namely by complying with all rules and regulations that want to make regulations that must be fulfilled by all employees and organizations at Nutrihub Medan.

The performance of employees at Nutrihub Medan must be maintained in any case, in order to understand the extent to which the role that must be used by each employee influences the company sooner or later so that it achieves its goals.. then employees can work effectively, efficiently and optimally in carrying out their obligations and responsibility.

Because of this, the authors understand that factors can influence employee performance, so The authors are enthusiastic about entitled "THE EFFECT OF MOTIVATION, WORK SATISFACTION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT NUTRIHUB MEDAN.

THEORETICAL REVIEW

Definition of Motivation

According to Irviani and Fauzi (2018), Robbins defines motivation as a process that influences people's intensity, direction, and perseverance in pursuing their goals. "Defining motivation as a person's desire and energy directed toward achieving a goal," says Stefan Invanko " (Hamli Arif Yusuf, 2018). "according to Nanang Tegar (2019 :77), Motivation is a stage used to explain direction, intensity, and persistence, and a person in achieving his goals.

Definition of Job Contentment

Job satisfaction, according to Sudaryo, Agus, and Nunung (2018), is a sentiment of pleasure or unhappiness with one's work that is based on expectations and rewards provided by the employer. Job satisfaction, defined by Afandi (2018) as One of the goals of management is to have the workers have a good attitude that encompasses their thoughts and actions regarding their work. the core values of work.

Definition of Work Discipline

Work discipline is the awareness and readiness of employees to adhere to all applicable corporate policies and social norms, according to Sinambela (2018, 335). Work discipline is defined as "an order or regulation made by the management of an organization, ratified by the board of commissioners or capital owners, agreed upon by the union, and known to the Manpower Office," by (Afandi, 2018 11).

Performance Definition

According to Rismawati and Mattalata (2018:2) performance is a condition that must be known and confirmed to certain parties to determine the level of achievement of the results of an institution related to the vision carried out by a company or company and to know the positive and negative effects of an operational policy. According to Afandi (2018:83) performance is work acquisition that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals in an illegal manner, does not violate the law and does not conflict with morals and ethics. According to Fahmi (2018:2) Performance is the result obtained by an organization, both the organization is profit-oriented and non-profit oriented which is produced over a period of time.

Theory of the Influence of Motivation on Employees

According to Handayani (2018) it shows that there is a positive and significant influence between work motivation and employee.

Theoretical Framework For The Connection Between Employee Performance And Job Satisfaction

According to Edy Sutrisno (2019, p, 74) job satisfaction is an employee's attitude towards work related to work situations, work, cooperation between employees, rewards received at work, as well as matters relating to psychological factors.

Theory of how employee performance is influenced by work discipline

According to Rivai (2019) "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 comply with all company regulations and applicable social norms.

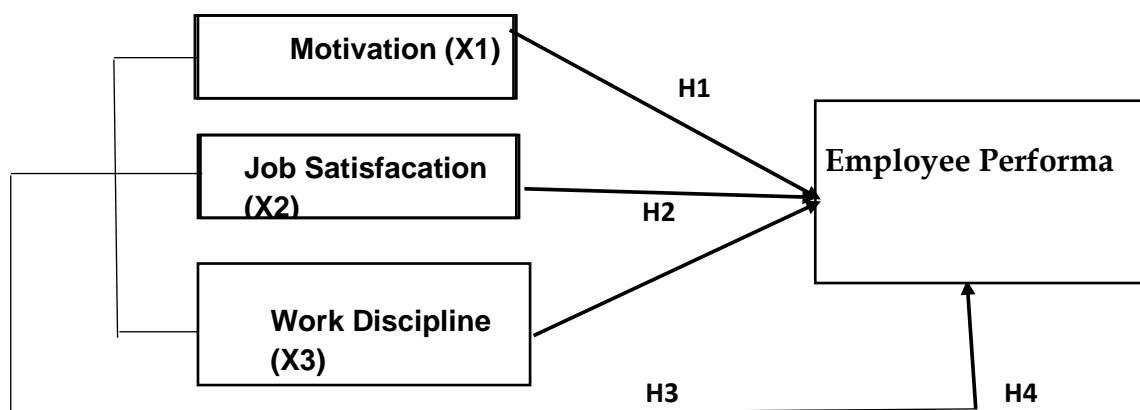


Figure 1. Conceptual Framework

Conceptual Framework, the hypothesis can be taken from this study, namely : H1 : Motivation affects employee performance at NUTRIHUB MEDAN

H2 : Work discipline has an impact on employee performance at NUTRIHUB MEDAN

H3 : Job happiness also influences performance there.

H4 : Employee performance at NUTRIHUB MEDAN is influenced by motivation, job happiness, and work ethics.

METHODOLOGY

This journal research will be carried out at NUTRIHUB MEDAN which is located on Jalan Sei Besitang Gang Baru No.16, Sei Sikambing D Medan. The research time is planned for September 2022 to December 2022. The approach to be implemented in this study is a scientific strategy. Sugiyono (2018, p. 15) claims that the quantitative approach is a methodology founded on the positivist school of thought. aimed at describing and testing the hypotheses made by researchers. This method will contain research data starting from collection, processing, and acquisition which is dominated by numbers. Sugiono (2018, p. 87) states that "the entire object or individual who has characteristics is included in the research material." The study's sample, which consisted of 100 participants, was made up entirely of Nutrihub Medan

personnel. To calculate the number of samples, Sugiono (2018, p. 87) states that "A portion of the population used to observe its characteristics is called a sample." 80 individuals were selected from Nutrihub Medan so that The study and validity testing could include samples from the complete population of 100 employees..4 Data Gathering Methods According to Sugiono (2019), There are three types of data collection methods: interviews, documentation, and questionnaires. The data sources Both primary and secondary data were employed in this investigation, according to Sugiono (2019: 296). The dependent variable's functional definition and the independent variable is as follows:

Research variables	Definition	Indicator	Measuring scale
Motivation (X ₁)	Motivation is a process that is used to explain the direction, intensity, and persistence of a person in achieving goals. Source :(Nana Tough (2019 :77)	1. Compensation 2. Working Conditions 3. Work Facilities 4. Work Achievement Source: Afandi (2018 :29)	<i>Likert</i>
Job satisfaction (X ₂)	As a result of evaluating one's work as a sign of respect for achieving one of the worker's fundamental principles, the workforce develops a good attitude about their work that includes sentiments and conduct. The author is	1. Wages 2. Promotions 3. Supervisors 4. Colleagues Source: (Afandi 2018 :82)	<i>Likert</i>

	Afandi (2018:74).		
Work Discipline (X ₃)	Work discipline refers to an employee's understanding of and readiness to abide by all applicable organizational rules and social norms. Source: Sinambela (2018: 335)	1. Regulations on entry and rest hours 2. Basic regulations on dress 3. Regulations on how to carry out work 4. Guidelines for what is and is not permitted to be done	<i>Likert</i>
		Source Singodumedjo in Sutrisno (2019:94)	
Employee performance (X ₄)	Performance is what an organization achieves over the course of its existence, regardless of whether it is a profit-oriented company. Source (Fahmi2018 :2)	1. quantity of work results 2. Work product quality 3. Effectiveness in meeting obligations 4. Work Conduct Source: Afandi (2018: 89).	<i>Likert</i>

Data Collection Techniques

Classical Assumption Test

Normality Test

According to Ghozali (2018: 161), the goal of the normalcy test is to identify whether the residual or confounding variables are present. The regression model must have a normal distribution. If the significance is >0.05 , the data are normally distributed; if it is 0.05 , they are not normally distributed. Kolmogorov-Smirnov formula. is used in this normality test.

Multicollinearity Test II.8.2

According to Ghozali (2018: 105) "to find and check to see if the independent variables are correlated. The multi-collinearity test is seen from the tolerance value and the Variance Inflation Factor (VIF). If the VIF value < 10 , it means that there is no multicollinearity. if the VIF value > 10 then there is

multicollinearity in the data.

Heteroscedasticity Test

According to Ghozali (2018: 135), " to determine whether the variance of the residuals from one observation to another will be unequal in the regression model. Whether or not heteroscedasticity occurs will be seen from the value of the Spearman Rank correlation coefficient with each independent variable and the confounding variable. If the probability value (sig) is > 0.05, there will be no heteroscedasticity.

Research Data Analysis Model

Research Model

For a purpose and a research hypothesis, the research model that will be used is

$$Y = a + b_1 .X_1 + b_2 .X_2 + b_3 .X_3 + e$$

the multiple linear regression analysis method. With the formula: Information :

Y : Employee Performance a : constant

X₁ : Work Motivation b_{1,2,3} : Regression Coefficient of Independent Variable X₂ : Job Satisfaction e : Standard Error 5%

X₃ :Work Discipline Coefficient of Determination The coefficient of determination (adjusted R²) according to Ghozali (2018: 97) assesses how far the model's ability when explaining the dependent variable is with a value between zero to one (0<R²<1). A small adjusted R² value means the ability of the independent variables to explain variation the dependent variable is very limited.

Simultaneous Hypothesis Testing (F-Test)

The F test, according to Ghozali (2018: 98), was used to demonstrate that all independent variables in the model that have a combined effect on the dependent variable were included. The significance level for the test criteria is set at 0.05. The research model is appropriate for use If the significance value is larger than or equal to 0.05, it should not be used, and if it is less than or equal to 0.05, it should not be used. Partial Hypothesis Testing (Test -t) The t test was used, according to Ghozali (2018: 98), to determine the impact of each independent variable on the dependent variable. The test is conducted under the conditions that the hypothesis is accepted if the significance value is less than 0.05 and rejected if it is more than 0.05.

RESULTS AND DISCUSSION

General Description of the NUTRIHUB MEDAN Company

NUTRIHUB is a place for inter-community collaboration that aims to be a creative home for inter-community partners with PT Nutrifood. Nutrihub is engaged in the health food and beverage industry which aims to know more about one's own potential and develop and become a big contributor to Indonesia. Nutrihub Medan, which is located at Jl. Sei Besitang, No. 16. Last year, Nutrihub made it a national company that produces healthful food and

beverage products. The products available at Nutrihub are Nutrisari, Lokarate, Milo, Tropicana, L-Men Protein Crunch snacks. Nutrihub inaugurated a healthy millennial area to exchange healthy ideas and actions. Nutrihub Medan is the 10th Nutrihub after previously Nutrihub was present in the cities of Pekanbaru, Palembang, Jakarta, Tangerang, Bandung, Yogyakarta, Surabaya, Bali and Manado. Nutrihub also invites young people to stand up because what the world really needs now is for young people to have achievements, contribute more to many people and also be able to know more about their own potential.

Vision

Helping our customers achieve longer healthy lives through our leading leading brands

Mission

“Inspiring a nutritious life”

Descriptive Statistical Analysis

For research at NUTRIHUB Employee performance was the dependent variable in Medan, and the observed independent factors were motivation (X1), job satisfaction (X2), and work discipline (X3).

You can see descriptive statistics in the table below:

Table 3. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Motivation	80	6.00	16.00	14.0375	1.77496
Job satisfaction	80	9.00	16.00	13.6625	1.77139
Work Discipline	80	8.00	16.00	13.3125	2.08426
Employee performance	80	10.00	16.00	13.8875	1.89599
Valid N (listwise)	80				

From the number of output tables showing the answers of 80 respondents, the acquisition of motivation variable measurements (X1) obtained a small (minimum) score of 6.00, The highest score is 16, the mean is 14, the standard deviation is 1, and the mean score is 14. According to the findings of measuring the X2 variable for job satisfaction, 80 respondents Got a score that ranged from 9.00 to 16.00, with an average of 13.6625 and a standard deviation of 1.77139. In light of the results of measuring the variable "Work discipline" (X3), 80 respondents received scores ranging from 8.00 (the minimum) to 16.00 (the maximum), with a mean of 13.3125 and a 2.08426 standard deviation. The evaluation's findings for 80 respondents' employee performance variable (Y) yielded the following scores: 10.00 for the lowest (minimum) score, 16.00 for the highest (maximum), 13.8875 for the average (mean), and 1.89599 for the standard deviation.

Classical Assumption Test Results

The traditional assumption test is the first step utilized prior to multiple linear regression analysis, claims Ghozali (2018). The purpose of this test is to provide assurance that the regression coefficients are impartial, consistent, and have reliable estimates. The traditional assumption test is used to demonstrate that the test procedure has passed heteroscedasticity, autocollinearity, multicollinearity, and normalcy of the data, allowing for the test to be applied to linear regression analysis.

Normality Test

To determine if the residuals are regularly distributed or not, two systems are obtained, namely:

Try Out Some Graphics

Using a histogram graphic, which contrasts the noticed It is possible to evaluate data when their distribution resembles a normal distribution. if the residuals are normally distributed.

The graph below shows the test results:

a. Histogram graph

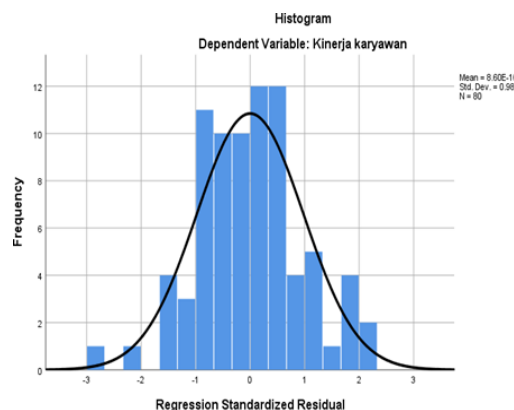


Figure 2. Histogram Normality Test

Source of results: acquisition of SPSS 25 research

b. Normal probability plots

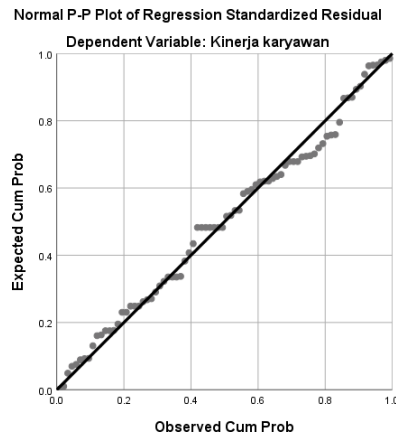


Figure 3. P-P Plot Normality Test
Data source: SPSS research findings 25

Considering the image above, the normal P. regression It may be inferred that the regression model is normally distributed from the Above, in the Standardized Residual, are the points that disperse around the diagonal and then move in the direction of the diagonal line..

Statistical Evaluation

The Kolmogorov-Smirnov (K-S) non-parametric statistical test can be utilized for the normality test. The test requirements are:

1. The data are regularly distributed if the significance value is greater than 0.05.
2. The data are not regularly distributed if the significance value is less than 0.05.

Kolmogorof_Smirnov Normality Test One-Sample Kolmogorov-Smirnov Test is the normality test according to statistics employing Kolmogorov-Smirnov.

Table 3. Unstandardized Residual

Unstandardized Residual			
N		80	
Normal Parameters ^{a,b}		Mean	.0000000
		Std. Deviation	1.23410892
Most	Extreme Differences	Absolute	.074
		Positive	.074
		Negative	-.070
Test Statistic		.074	
Asymp. Sig. (2-tailed)		.200 ^{c,d}	

Source: SPSS Research Results 25

- a. Test distribution is Normal.
- b. Calculated from data.

Data above the results of the normality test using the Kolmogorov-Smirnov show a significant value of $0.200 > 0.05$, therefore the Kolmogorov-Smirnov test results show that the data is normally distributed.

Multicollinearity Test

Multicollinearity can be seen in the variance inflation factor (VIF) and tolerance calculations. for A tiny tolerance value is balanced by using a high VIF value since $VIF = 1/\text{tolerance}$ is used to signal Multicollinearity, for instance when the tolerance value is >0.10 or comparable to a VIF value of 10. The Multicollinearity test's findings are as follows:

Table 4. Coefficient Multicollinearity Test

Model		Collinearity	
		Statistics	
		Tolerance	VIF
1	(Constant)		
	Motivasi	.795	1.258
	Kepuasan kerja	.661	1.513
	Disiplin kerja	.651	1.537

Source: SPSS research data 25

a. Dependent Variable: employee performance

Demonstrates that the tolerance Motivation (X1) is valued 0.795, job satisfaction (X2) is 0.661, and work discipline (X3) is worth 0.3 for each independent variable. worth 0.651 more than 0.1, although motivation (X1) is worth 1.268, job satisfaction (X2) is worth 1.513, and work discipline (X3) is worth 1.537, the VIF value for each independent variable is less than 10, showing that the data is free from multicollinearity.

Heteroscedasticity Test

Two tests are used to determine heteroscedasticity, namely:

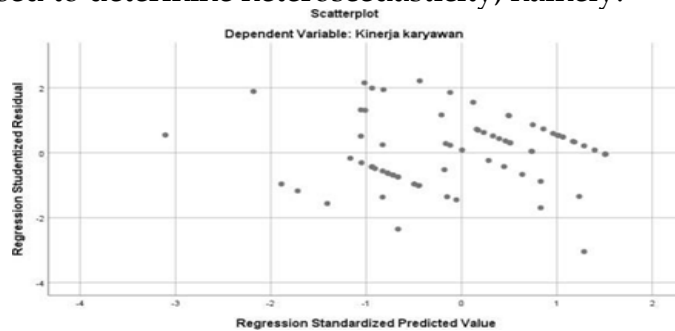


Figure 5. Scatter Plot

Source: SPSS research information 25

The data is shown to be free from heteroscedasticity in the image above since it expands erratically, travels away from point 0 and does not form a regular pattern.

Glejser's test

Table 5. Acquisition of the Glejser Test

Coefficientsa

Model		Unstandardize dCoefficients		Standardize dCoefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.601	.797		3.266	.002
	Motivation	.001	.053	.002	.018	.986
	Job satisfaction	.012	.058	.027	.204	.839
	Work discipline	-.137	.050	-.366	-2.752	.007

a. Dependent Variables: RES2

Source: SPSS research results 25

Table 5. demonstrates a substantial number of independent motivational tables (X1) worth $0.986 > 0.05$, independent job satisfaction variables (X2) worth 0.839 , and independent work discipline variables (X3) worth $0.007 > 0.05$. As a result, it may be claimed that the Glejser test results do not have a heteroscedasticity issue.

Results of Research Data Analysis

Multiple linear regression analysis is being utilized to examine the study

$$Y = a + b_1 .X_1 + b_2 .X_2 + b_3 .X_3 + e$$

hypothesis. The equation for multiple linear regression is as follows:

Table 6. Regression Model Coefficients

Model	Unstandardize dCoefficients		Standardize d Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.975	1.346		1.468	.146
Motivation	.160	.089	.149	1.783	.079
Job satisfaction	.233	.098	.218	2.375	.020
Work discipline	.487	.084	.535	5.783	.000

a. Dependent Variable: Employee performance
 Source: Acquisition of SPSS 25 research

$$Y = 1.975 + 0,160X_1 + 0,233X_2 + 0,487X_3$$

The following is the justification for the multiple linear regression:

1. If there is no value for the variable motivation, job happiness, and work discipline, constant (a) worth 1.975 is applied. Consequently, the company's employees have an achievement value of 1.975.
2. For each unit increase in the work motivation variable, the motivational variable (X1), valued 0.160, is applied. Using the supposition that the other variables are constant, the value of employee achievement will then rise by 0.160 units.

3. The variable (X2) with a value of 0.233 is utilized to account for each rise in the work satisfaction variable that is worth a unit. Assuming that all other factors stay the same, employee achievement will consequently increase by 0.233 units in value.
4. The work discipline variable (X3) has a value of 0.487, which indicates that the value rises by 1 for each unit increment. The employee's achievement value will then increase by 0.487 units on the assumption that the other variables stay the same.

Coefficient of Determination of the Hypothesis Corrected coefficient of determination, which equates the method of making each sum of squares with degrees of freedom, is used to adjust R square.

Table 7. Model Determination Coefficient Test Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 ^a	.576	.560	1.258

a. Predictors: (Constant), Work discipline, Motivation, Job satisfaction

b. Dependent Variable: Employee performance

Source: SPSS research results 25

Inferred from table 7.above is the following: a) The variables of motivation, job happiness, and work discipline on high success factors have a R = 0.759 association (connection)

The coefficient of determination (R square) value is 0.576, showing that work discipline (X3), job satisfaction (X2), and motivating variables (X1) all have a role in the outcome. can account for 57.6% of the variation in employee performance variables (Y). 42.4 percent of the study's variance is made up of other independent variables.

Simultaneous Hypothesis Testing (F test)

The results of the F test are seen in the table, namely:

Table 8.ANOVAa F test

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	163.669	3	54.556	34.461	.000 ^b
	Residual	120.319	76	1.583		
	Total	283.988	79			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Work Discipline, Motivation, Job Satisfaction

Source: SPSS research results 25

Degrees of freedom 1 (df1) = k - 1 = 4 - 1 = 3, and degrees of freedom 2 (df2) = n - k = 80 - 4 = 76 based on the table above. which equals n = all samples, k = all variables, and ultimately, the Ftable value at the 0.05 level of confidence of significance is 2.49. Testing the hypothesis yielded Fcount valued at 34,461 more than Ftable valued at 2.49 with sig, 0.000 0.05; the results then indicate whether the hypothesis should be accepted or rejected. Consequently, work discipline, job happiness, and motivation all have a considerable positive impact on employee performance characteristics. at Nutrihub Medan

Testing The Partial Hypothesis Test (T Test)

The results of the t test are seen in the table, namely:

Table 9. Coefficient t tes

Model		Unstandardize dCoefficients		Standardize d Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.975	1.346		1.468	.146
	Motivation	.160	.089	.149	1.783	.079
	Job Satisfaction	.233	.098	.218	2.375	.020
	Work discipline	.487	.084	.535	5.783	.000

a. Dependent Variable: Employee performance
 Source: SPSS research results 25

The motivating variable (X1) has a tcount of 1.783 and a ttable value of 1.99210, in accordance with the aforementioned criteria. Because the tcount > ttable (1.783 < 1.99210) and a sig value of 0.079 > 0.05, the hypothesis is disproved and the sig value is accepted. It has been determined that at Nutrihub Medan, staff performance is influenced by motivating factors.

The satisfaction The hypothesis is accepted since variable (X2) has a tcount of 2.375 and a ttable value of 1.99210 job satisfaction at Nutrihub Medan partially has a positive and significant impact on employee performance

The work discipline variable (X3) has a tcount value of 5.783 and a ttable value of 1.99210. The t t value (5.783 > 1.99210) and a sig value of 0.000 0.05 are considered to support the hypothesis that work discipline has a positive and substantial impact on employee performance at Nutrihub Medan.

DISCUSSION

Effect of Motivation on Employee Performance

The calculation of the hypothesis' partial evaluation shows that it has a tcount of 1.783 and a ttable value of 1.99210, indicating that the tcount > the ttable (1.783 > 1.99210 and a sig value of 0.079 > 0.05). According to Murty's (2012) assertion, employee performance is significantly and favorably impacted by work motivation.

It is clear from comparing the findings that staff performance at Nutrihub Medan may be renewed and enhanced because motivation plays a key role. because workers are improving, resulting in a higher level of motivation at Nutrihub Medan and an appreciation of their accomplishments for the benefit of the business. The findings of the motivation study have an impact on how well staff perform at Nutrihub Medan.

The Impact of Employee Performance on Job Satisfaction

As can be seen, the computation of the partial hypothesis has a tcount of 2.375 and a ttable of 1.99210, which results in a t value of (2.375 > 1.99210) and a sig.020 value of 0.05. This circumstance indicates that the hypothesis – that job happiness, at least in part, has a positive impact on employees' performance at Nutrihub Medan – is true.

According to this study, job satisfaction has a major impact on employee performance, so it would be preferable if Nutrihub Medan's employees received more attention and acknowledgment for their efforts to maintain a high level of job satisfaction. The outcomes of studies on job satisfaction have an impact on how well employees perform at Nutrihub Medan.

Effect of Work Discipline on Employee Performance

It can be seen that the calculation of the hypothesis examination in partial has a tcount of 5.783 and a ttable value of 1.99210 so that the value of tcount > ttable (5.783 > 1.99210) and a sig.000 In this case, a score of 0.05 indicates that the hypothesis – that work discipline has a positive and significant impact on employee performance at Nutrihub Medan – is accepted. According to study on work discipline, it significantly affects employee performance.

CONCLUSIONS AND RECOMMENDATIONS

Several things can be inferred from the analysis's findings and the abovedescribed explanation, including According to the partial test's findings, employee performance (Y) at Nutrihub Medan is significantly and unfavorably impacted by the motivation variable (X1). Which motivating variable (X1) has a ttable value of 1.99210 and a tcount value of 1.783 such that the value (1.783 > 1.99210) and a sig value of 0.079 > 0.05. Based on the partial results of the test, it can be concluded that employee performance at Nutrihub Medan is positively and significantly impacted by the variable Job satisfaction (X2). Which of the following motivating variables (X2) has a tcount of 2.375, a ttable of 1.9210, and a sig value of 0.020 > 0.05. Based on the partial test results, it can be concluded that Employee Performance (Y) at Nutrihub Medan is positively and significantly impacted by the Work Discipline variable (X3). In which the Work

Discipline variable (X3) has a ttable value of 1.99210 and a tcount of 5.783, resulting in a value of $(5.783 > 1.99210)$ and a sig value of 0.00 0.05.

For Nutrihub Medan, it is suggested to increase employee performance with motivation, job satisfaction, work discipline so that the company's targets can be achieved. For future researchers, it is advisable to use more sources and add different variables so that they can affect employee performance so that they can develop research. For Prima Indonesia University, research results can contribute to improving skills and learning in students of the Faculty of Economics.

FURTHER STUDY

This research still has limitations so that further research is still needed related to this topic

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