

The Effect of Work Motivation and Work Discipline on Employee Performance at PT. Liza Christina Garment Industry Sukabumi Regency

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ABSTRACT

The purpose of this study is to ascertain how employee performance at PT. Liza Christina Garment Industry Sukabumi Regency is impacted by work motivation and discipline. Descriptive and associative research methods with a quantitative approach are employed. 35 respondents from PT. Liza Christina Garment Industry Sukabumi Regency made up the sample for this study, which was carried out utilizing a total sampling approach in conjunction with the non-probability sampling technique. The validity and reliability test was the instrument utilized, followed by the classical assumption test. Multiple linear regression analysis, Pearson correlation analysis, and coefficient of determination analysis were the methods employed to ascertain the link and effect. The findings of the studies that have been done indicate that job motivation has an impact. impact employee performance of 0.588, meaning that a one-time increase in the work variable will result in a 0.588-fold rise in employee performance. The effect of partial work discipline on employee performance is 0.270; a one-time increase in the work discipline variable will result in a 0.270-fold rise in employee performance values. Together or separately, work motivation and work discipline have a 63% positive impact on employee performance, according to the computation results and coefficient of determination. The remaining 37% is influenced by the work environment, collaboration, pay, and other factors that were not examined. Based on these findings, it can be said that work motivation and work discipline, either separately or in combination, significantly impact employee performance as the dependent variable

INTRODUCTION

One of the most significant business areas in Indonesia is the textile and apparel (TPT) industry. The most significant business in. Initially, the industry was created to satisfy domestic demands and occasionally provide as an alternative to the empire. Because of this technique, one of Indonesia's primary non-oil and gas exports is the TPT sector. to various countries in the world and a catalyst for the growth of the mining industry.

The industry that includes the production of silk, yarn, fabric, and household equipment needs has now grown significantly to meet domestic and international needs, thus making a significant contribution to the national economy. Silk, yarn, fabric, and the need for household equipment, has now grown rapidly to meet domestic and international needs, thus making a substantial impact on the country's economy industry is one of the main drivers of the processing industry. industry. Products made from textiles are the most valuable commodities of all ethnic groups in Indonesia. from all ethnic groups in Indonesia. In addition to being a source of national innovation, the textile industry also supports the manufacturing sector because it can absorb a lot of labor, including interns. to become a source of national innovation, the textile industry also supports the manufacturing sector because it can absorb a lot of labor, including those who take part in internship programs. PT. Liza Christina Garment Industry Sukabumi Regency is a company engaged in the textile sector which has been operating since 1977 in Selabintana, Sukabumi Regency.

Performance is determined by the actions workers take during their workday, by the actions workers take during their workday. In other words, individual work habits are the way employees carry out their work or perform tasks related to their work. Individual work Habits are the way employees carry out their work or perform tasks related to their work. Increasing employee working hours c will also negatively affect or lengthen the working hours of employees in the company where they are employed in order to meet the established organizational objectives. In order to accomplish the established organizational goals, it will also negatively affect or lengthen the working hours of employees in the company where they are employed (Surajiyo, 2020).

Table 1. Target Data of PT. Liza Christina Garment Industry Sukabumi Regency in 2023

Month	Target (pcs)	Production Result Achievement (pcs)	Score (%)
January	45.000	22.500	50%
February	45.000	18.900	42%
March	45.000	25.650	57%
April	45.000	25.200	56%
May	45.000	26.100	58%
June	45.000	38.700	86%
July	45.000	45.000	100%
August	45.000	28.800	64%
September	45.000	25.650	57%
October	45.000	21.150	47%
November	45.000	22.950	51%
December	45.000	28.800	64%

Source: Sales data of PT. Liza Christina Garment Industry, Sukabumi Regency 2023

From table 1 presented above, it can be seen that the highest target value was in July at 45,000 pcs, this was due to good product quality and the company's ability to manage the products to be marketed. While the lowest target value occurred in February at 18,900 pcs, this was due to the determination of high selling prices and the emergence of new competitors.

Motivation in this activity is very influential in maximizing the performance of employees of PT. Liza Christina Garment Industry, Sukabumi Regency. Each employee is required to have strong work motivation in order to gain the human resources that the organization needs to positively contribute to all corporate operations in order to achieve its goals. Because motivated workers will be very enthusiastic about completing the duties that are given to them; on the other hand, unmotivated workers will perform poorly. A company's success is mostly dependent on its employees; if their motivation wanes and their work habits deviate from what the organization requires, it will affect their performance. Thus, the goal of this research is to ascertain how motivation affects PT employees' performance. Liza Christina Sukabumi Regency Garment Industry The impact of discipline About the performance of employees at PT. Liza Christina Garment Industry Sukabumi Regency, as well as the impact that discipline and incentive have on such performance. The problems in the company are the amount of production is lacking which causes sales not to reach the target, frequent employee turnover and inappropriate working hours.

In improving the performance of each employee, the organization needs to know what are the main factors that can trigger a motivation for employees to work, one of which is by providing disciplinary regulations in working for each employee. All employees are required to adhere to work discipline, which includes time management and job completion. Employees that are more disciplined may finish tasks more quickly, which will motivate them to perform well and benefit the entire company. organization.

According to Maslow in Busro (2020:57) motivation is a need that is put in a hierarchical order. Self-actualization requirements are the greatest degree of wants, whereas physiological needs are the lowest. According to Busro (2020:51), "Motivation is a series of activities to provide encouragement, namely not only to others but also to oneself." In Busro (2020:50), Robins and Judge describe motivation as a process that explains the tenacity, intensity, and direction of attempts to accomplish a goal. This implies that any increase in employee motivation for their work will result in a notable improvement in their ability to accomplish their jobs. As a result, motivation is frequently understood to be the force behind an individual's actions.

In addition Work discipline is another element that can enhance performance in addition to work incentive aspects. Surajiyo et al. (2020:58) cite Sutrisno (2016) as saying that work discipline is an attitude of respect for corporate rules and requirements that exists inside employees and leads them to willingly adapt to them. Employees are generally disciplined and only a small number of employees are undisciplined, if the company fails to deal with undisciplined employees, it will have a negative effect on other work groups.

Table 2. Employee Attendance Report PT. Liza Christina Garment Industry Sukabumi Regency in 2023

No	Month	Number of employees	Absence	Percentage
1	January	35	5	14,2%
2	February	35	2	5,7%
3	March	35	3	8,5%
4	April	35	6	17,1%
5	May	35	3	8,5%
6	June	35	6	17,1%
7	July	35	2	5,7%
8	August	35	2	5,7%
9	September	35	5	14,2%
10	October	35	3	8,5%
11	November	35	3	8,5%
12	December	35	3	8,5%

Source: PT. Liza Christina Garment Industry Sukabumi Regency

The information indicates that the degree of absence at PT. Liza Christina Garment Industry Sukabumi Regency looks unstable and even experienced an increase in the percentage of absence in February, July and August.

According to the findings of observations and in-person interviews with a worker at PT. Liza Christina Garment Industry Sukabumi Regency regarding the phenomena that take place in the workplace, despite the fact that the company has established and enforced disciplinary policies, many employees continue to disobey them, such as those who frequently arrive late or skip morning classes assembly which has become a habit of PT. Liza Christina Garment Industry Sukabumi Regency and there are still employees who take advantage of long break times from the specified time so that there is no effectiveness in working which causes performance to decline.

The author is interested in carrying out a study titled "The Influence of Work Motivation and Work Discipline on Employee Performance" in light of the background information provided at PT. Liza Christina Garment Industry Sukabumi Regency"

LITERATURE REVIEW

According to Sugiyono (2019:95) The Thinking Framework is a conceptual model that provides a conceptual explanation of how to explain the relationship between theory and a number of aspects that have been recognized as crucial difficulties. Theory of Motivational Factors (X1) Busro (2020: 51) asserts that "motivation is an activity that aims to give back, not only to others but also to oneself." This is further clarified by Robins and Judge in Busro (2020:50), who characterize motivation as a process that demonstrates the rigor, focus, and effort of an endeavor to accomplish certain objectives. Therefore, any rise in employee motivation at work will have a major effect on how productively employees do their daily responsibilities, which will lead to a considerable improvement in staff productivity. As stated by The following are the aspects of work motivation identified by Maslow in Busro (2020:56):

1. Physiological needs.
2. The need for security.
3. The need for togetherness, social, and love,
4. Need for self-esteem.

According to Sutrisno (2016) in Surajiyo et al. (2020:58), work discipline is a way to enforce company regulations and employee expectations in the minds of employees themselves and direct the employees concerned to comply with company regulations and employee expectations. This is in accordance with the statement of Hasibuan (2017) in Surajiyo et al. (2020:58) that a person's work discipline is their obligation should abide by all relevant social norms and organizational rules. The criteria for evaluating work discipline in accordance with should abide by all relevant social norms and organizational rules. The criteria for evaluating work discipline in accordance with Sutrisno in Surajiyo et al. (2020:71) are as follows:

1. Obeying time rules
2. Obeying company regulations
3. Obeying rules of conduct at work
4. Obeying other regulations

According to Mangkunegara (2011) in Simbolon (2022:43) explains that an employee's performance is the outcome of the quantity and quality of work he does in fulfilling his obligations. Performance, as defined by Siswanto (2015) in Simbolon (2022:43), is an accomplishment made by an individual while doing the duties and labor assigned to him. Mangkunegara (2011) states in Simbolon (2022:45) that the following dimensions are used to measure performance: 1. Work quality 2. Work quantity 3. Collaboration 4. Accounting Fifth, initiative The aforementioned idea suggests that employee performance is correlated with job motivation and discipline. The following illustrates the relationship model: framework of thought:

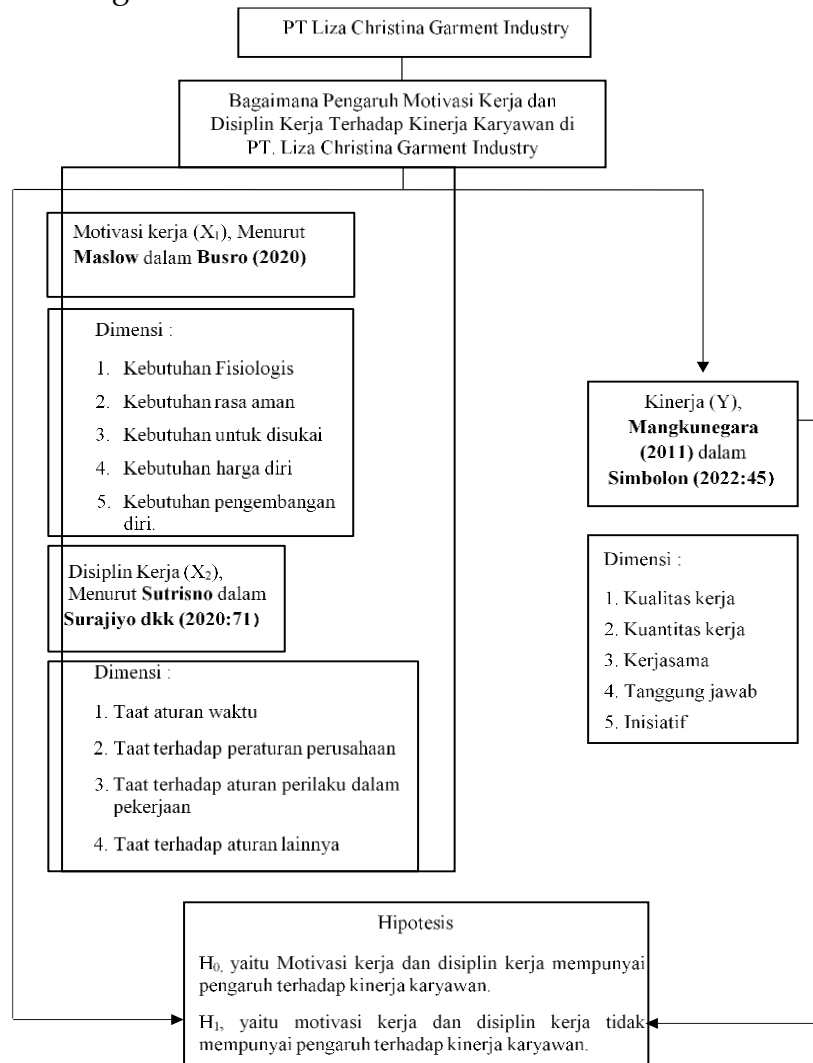


Figure 1. Framework

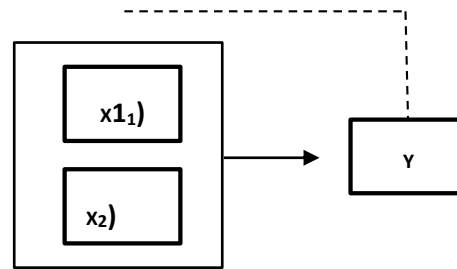


Figure 2. Research Paradigm

Description:

X1: Work Motivation

X2: Work Discipline

Y: Employee Performance

- - -: Simultaneously

—: Partially

Research Hypothesis

According to Sugiyono (2019: 99) "Research A hypothesis is a short-term solution to the research problem formulation, which is expressed as a question phrase. Because the responses are based solely on pertinent theory and not on empirical facts gathered via data collecting, this is said to as transitory. Consequently, rather than being empirical answers to research issue formulations, hypotheses are also developed as theoretical answers. The author can construct this study hypothesis in the following ways using the framework description provided above: "It is unlikely that employee performance is impacted by work motivation and discipline."..

Work Motivation

Motivation, in the words of Muhammad Busro (2020:51), is a set of actions intended to encourage oneself as well as others. In Busro (2020:50), Robins and Judge also expressed a different viewpoint, defining motivation as a process that explains the ferocity, focus, and perseverance of attempts to accomplish a goal. 2.2 Workplace Order Work discipline, according to Hasibuan (2020:193), is the awareness and desire to abide by all relevant organizational rules and social standards. More specifically, Sutrisno (2016) said in Surajiyo et al. (2020:58) that rules and provisions are required in daily life, wherever people are, to control and limit all activities and behaviors.

Work Discipline

Work discipline, according to Hasibuan (2020:193), is the awareness and desire to abide by all relevant organizational rules and social standards. More specifically, Sutrisno (2016) said in Surajiyo et al. (2020: 58) that rules and provisions are required in daily life, wherever people are, to control and limit all activities and behaviors.

Employee Performance

As stated by Wibowo (2016) in Surajiyo et al. (2020:8), The definition of performance is where performance originates. A lot of people also consider work performance as a work product or work output. However, work-related stress emphasizes that it certainly not only affects work results, but also affects how work is done. Naturally, it produces more than just work-related results.

The Influence of Work Motivation on Employee Performance

Purba, S., et al. (2023:122) assert that "performance and motivation are tightly associated. Motivation is a set of attitudes and ideas that influence people to act in ways that are consistent with their own objectives. These beliefs and attitudes are imperceptible forces that motivate people to act in ways that advance their goals."

The Influence of Work Discipline on Employee Performance

Adiyadnya (2022:50) cites Setiyawan and Waridin (2006) as saying that work discipline is one among the elements that might influence performance. Therefore, discipline is a form of adherence to established laws, both legal and unlawful. In a company, work discipline is always supposed to be the cornerstone of every individual. Because everything will go easily and goals will be achieved with discipline will be achieved.

The Influence of Work Motivation and Work Discipline on Employee Performance

According to DS Ika & Agus Hermani (2019) in their research entitled According to PT. Sandang Asia Maju Abadi's The Influence of Work Discipline and Work Motivation on Employee Performance in the Sewing Department (lines a-w), "work discipline, motivation, and employee performance have a very close relationship and are interrelated with each other." In order to get good employee performance, rigorous work discipline is required. The more disciplined an individual is, the better they perform, which indicates that they are productive and follow corporate policies. If workers lack discipline, it will be extremely difficult for the business to have the best job outcomes or the goals that have been set. "Therefore, work discipline needs to be implemented to encourage employees to always obey all regulations that have been set to achieve company goals.

METHODOLOGY

Research Design

Based on the method This study used a survey approach. Sugiyono's technique (2021:57) is a quantitative approach to data analysis that looks at data that happened recently or some time ago, regarding beliefs, opinions, characteristics, behaviors, and relationships of variables, as well as to evaluate several hypotheses regarding variables related to psychology and sociology derived from samples taken from a particular population. The data collection technique involves the use of inconsistent observations (interviews or questionnaires), and research findings tend to be generalized.

Research Procedures

Research procedures are the steps used to collect information to address the research issues posed by this study, which have been conducted in accordance with scientific procedures. As Sugiyono (2021:58) describes in the research procedure as follows:

1. Problem Formulation
2. Theory
3. Hypothesis
4. Data Collection
5. Data Analysis
6. Conclusions and Suggestions

Unit of Analysis

According to Ghozali (2016) in the research of Sutrisno, Hendi et al. (2022) said that The degree of data aggregation prior to analysis is associated with the unit of analysis. Therefore, the study's unit of analysis is people, namely the staff members of PT. Liza Christina Garment Industry, Sukabumi Regency.

Population and Sample

- Population

According to Sugiyono (2021:126), "population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions drawn" . Therefore, in addition to individuals, the population also consists of items and other natural objects. The population encompasses all of the attributes that the item or subject has, not just the quantity of objects or individuals under study. The study's population was 35 people in line 3 of the production section.

Data Collection Techniques

When considered from the standpoint or method of data gathering, the data collecting methodology may be executed, claims Sugiyono (2021: 194–203). in the following ways:

- Interview

Researchers utilize interviews as a method of gathering data when they wish to perform basic research to identify issues that need further investigation and when they want to get more detailed information from a limited number of respondents. Interviews can be performed over the phone or in person, and they can be both organized and unstructured. (Sugiyono 2021: 195).

a. Structured Interview

When researchers or data collectors are certain of the information they will get, they employ structured interviews as a method of gathering data.

b. Unstructured Interviews

Unstructured interviews are unplanned interviews in which researchers do not follow thoroughly and methodically developed interview standards. arranged for data collection.

c. Questionnaire (Questionnaire)

A questionnaire is a method of gathering data in which participants are provided with a list of written statements or questions to complete.

d. Observation

Comparing observation to other data gathering methods, such as surveys and interviews, reveals certain differences.

Operational Definition of Variables

Research variables, according to Creswell in Sugiyono (2021:68), are traits or qualities of people or organizations that may be quantified or seen and that differ across the subjects of the study. There are two factors in this study, specifically:

Independent Variable

The independent variable (independent) is a variable that affects or causes changes and the appearance of the dependent variable (dependent), according to Sugiyono (2021:69). The study's independent variables are the work discipline variable for (X2) and the pay variable for (X1).

Dependent Variable

According to Sugiyono (2021:69) "the The term "dependent variable" refers to a variable that is affected and results from the presence of the independent variable. In this study, the dependent variable is performance (Y)

Table 3. Operational Definition of Variables

Variabel	Definisi	Dimensi	Indikator	Skala	No Butir		
Motivasi Kerja (X1)	Maslow dalam Busro (2020:51) Motivasi merupakan kebutuhan yang tersusun dalam suatu hierarki. Kebutuhan di tingkat yang paling rendah adalah Kebutuhan Fisiologis, dan Kebutuhan Paling Tinggi Adalah Kebutuhan Aktualisasi Diri.	1	Kebutuhan Fisiologis	1	Kebutuhan makan dan Minum	Ordinal	1
				2	Waktu istirahat yang cukup		2
		2	Kebutuhan Rasa Aman	1	Keamanan lingkungan kerja	Ordinal	3
				2	Kenyamanan lingkungan kerja		4
		3	Kebutuhan Sosial	1	Perhatian dari pimpinan terhadap karyawan	Ordinal	5
				2	Persamaan di mata pimpinan		6
		4	Kebutuhan Akan Harga Diri	1	Perlakuan yang baik dari pimpinan	Ordinal	7
				2	Apresiasi terhadap prestasi karyawan		8
		5	Kebutuhan Aktualisasi Diri	1	Memberi dorongan bagi karyawan yang memiliki potensi dan skill	Ordinal	9
				2	Menyediakan fasilitas kerja yang lengkap.		10
Disiplin Kerja (X2)	Menurut Sutrisno (2016) dalam Surajiyo dkk. (2020:58) bahwa disiplin kerja adalah sikap hormat terhadap peraturan dan ketetapan perusahaan, yang ada dalam diri karyawan, yang menyebabkan dia dapat menyesuaikan diri dengan sukarela terhadap peraturan dan	1	Taat Aturan Waktu	1	Masuk dan pulang sesuai jadwal	Ordinal	1
				2	Menyelesaikan pekerjaan tepat waktu		2
			Taat Terhadap	1	Bekerja sesuai SOP perusahaan	Ordinal	3
				2	Tidak harus diperintah atasan ketika bekerja	Ordinal	4
				3	Melaksanakan pekerjaan sesuai jadwal kerja		5
		3	Taat Terhadap Aturan Prilaku Dalam Pekerjaan	1	Menggunakan pakaian sesuai aturan	Ordinal	6
				2	Adanya sanksi jika melanggar aturan		7
		4	Taat Terhadap Peraturan Lainnya	1	Tanggung jawab atas penggunaan peralatan kerja	Ordinal	8
				2	Tanggung jawab pada setiap hasil kerja		9
Kinerja Karyawan (Y)	Mangkunegara (2011) dalam Simbolon, (2022:45) Mengemukakan kinerja adalah hasil kerja secara kualitas dan kuantitas yang dicapai oleh seorang pegawai dalam melaksanakan tugasnya sesuai dengan tanggung jawabnya yang diberikan kepadanya	1	Kualitas Kerja	1	Kemampuan	Ordinal	1
				2	Keterampilan		2
				3	Hasil kerja		3
		2	Kuantitas Kerja	1	Waktu dalam bekerja	Ordinal	4
				2	Pencapaian target		5
		3	Kerjasama	1	Jalinan kerjasama	Ordinal	6
				2	kekompakan		7
		4	Tanggung Jawab	1	Tingkat rasa tanggung jawab pada hasil kerja	Ordinal	8
				2	Tingkat tanggung jawab saat mengambil keputusan		9
		5	Inisiatif	1	Kemandirian	Ordinal	10

Data Analysis Methods

According to Sugiyono (2021:206) "Analysis Techniques are actions taken after all responses have been collected Perhaps different pieces of data have been harmed. are measures implemented following the collection of all replies or the destruction of other data sets. Sorting data by respondent type and variables, analyzing data based on variables from all variables, acquiring data for each variable under study, and doing exploratory analysis to test the hypotheses are the steps in data analysis. that have been made.

Instrument Test

In the questionnaire technique, the author uses an ordinal Likert scale. Sugiyono (2021: 145) defines a scale as an agreement that serves as a reference for determining the duration of an interval on a measuring device, enabling the device to provide quantitative data using the scale when utilized for measurement. having a very positive value. Mark to negative levels. Respondents were asked to agree or disagree with the contents of the statement based on five answer categories. For more details, the Likert scale that will be used is explained in the table below:

Table 4. Scale Weighting

Pilihan Jawaban	Skor Pernyataan Positif (+)	Skor Pernyataan Negatif (-)
Sangat Setuju	5	1
Setuju	4	2
Ragu-ragu	3	3
Tidak Setuju	2	4
Sangat Tidak Setuju	1	5

Source: Sugiyono (2021: 147)

This study's instrument test employed validity and reliability testing, specifically the procedure wherein a validity and reliability test was conducted following the collection and completion of all data, as follows:

$$a = \frac{k}{k-1} \left[1 - \frac{\sum v_i}{vt} \right]$$

Validity Test

According to Sugiyono (2021:175) explains that a valid instrument indicates the validity of the measuring device used to collect the data. When an instrument is considered valid, it can measure what needs to be measured. By utilizing the product moment correlation method to determine the correlation between the data in each statement and the overall score, the validity of the questionnaire may be assessed as follows:

$$r = \frac{N\sum XY - (\sum X)(\sum Y)}{\sqrt{(N\sum X^2 - (\sum X)^2)(N\sum Y^2 - (\sum Y)^2)}}$$

Description:

- r = Validity coefficient of the item being searched
- N = Number of respondents
- X_i = Score obtained by the subject from all items
- Y_i = Total score from all items
- $\sum x^2$ = Sum of squares of scores of variable x
- $\sum y^2$ = Sum of squares of scores of variable y

Reliability Test

The reliability test indicates the extent to which the instrument will yield consistent results when used again to assess the same item (Sugiyono, 2021: 176). The same symptoms are intended to be measured by the reliability test, and the measurement findings are trustworthy. This study's reliability test made use of the Cronbach technique. From the calculation results, the following decisions were obtained:

Description:

- K = Number of items
- V_i = Variance of item i
- V_t = Total variance of item scores

Classical Assumption Test

Ghozali (2018) asserts that the Classical Assumption Test is a statistical prerequisite for multiple linear regression analysis using ordinary least squares. The Normality, Multicollinearity, and Heteroscedasticity tests make up the traditional assumption test.

Data Normality Test

The Normality Test, according to Ghozali (2018: 161), is a test used to ascertain whether or not the data is normally distributed. Examining whether the independent and dependent variable data in the regression equation have a normal distribution is the goal of the data normality test. Statistical testing and graphical analysis are the two methods used to determine whether or not the residuals are normally distributed.

- Graphical Analysis

According to Ghozali (2018:163) The residuals can theoretically be used to identify normalcy. The basis for decision making using graphical analysis and statistical tests.

- 1) The regression model satisfies the normality assumption if the data is dispersed around the diagonal line and moves in the diagonal's direction, or if the histogram graph displays a pattern of a normal distribution.
 - 2) The regression model does not satisfy the normality assumption if the data is dispersed far from the diagonal, does not follow the diagonal line's orientation, or does not display a normal distribution pattern on the histogram graph.
- Kolmogorov-Smirnov Test

This test is predicated on the model's Kolmogorov-Smirnov test. The following presumptions guide the Kolmogorov-Smirnov test: Ho: If sig. 2-tail is greater than $\alpha + 0.05$ Ha, the remaining data is regularly distributed: If sig, the residual data is not regularly distributed. 2 - tail $< \alpha + 0.05$.

Multicollinearity Test

The multicollinearity test seeks to determine if the regression model detects any link between independent variables (Ghozali 2018: 107). The independent variables are not orthogonal if they are weak. When there is no association between the independent variables, the variables are said to be orthogonal. Variance inflation factors (VIF) or tolerance values can be used to examine multicollinearity. Since $VIF = 1/Tolerance$, a high VIF value is equal to a low tolerance number. Multicollinearity is often indicated by a tolerance value < 0.10 , which is equal to a VIF value > 10 . Multicollinearity does not exist if the tolerance value is more than 0.10 or the VIF value is less than 10 occur.

1. Tolerance Value
 - a. If the tolerance value ≤ 0.10 , then there are symptoms of multicollinearity
 - b. If the tolerance value ≥ 0.10 , then there are no symptoms of multicollinearity.
2. Variance Inflation Factor (VIF) value
 - a. If the VIF value ≥ 10 , then there are symptoms of multicollinearity
 - b. If the VIF value ≤ 10 , then there are no symptoms of multicollinearity

Heteroscedasticity Test

The goal of heteroscedasticity testing, according to Ghozali (2018: 17), is to determine if there is an inequality in variance between the remaining observations and other observations in a regression model. We refer to variational homogeneity if the variance of the remaining 62 observations is constant between observations, and heterogeneity if it changes. In order to determine if heterogeneity exists, a specific trend between the residual SRESID and the anticipated value of the dependent variable, ZPRED, is examined in the plot. In order to find heterogeneity, one might examine the scatter plot between SRESID and APRED, where the Y axis represents the projected Y and the X The residual ($Y_{actual} - Y_{anticipated}$), whether or not it has been examined, is the axis. Considering the analysis that follows:

- pattern that shows heteroscedasticity, for instance, is one in which the points create a regular pattern (wavy, broadening, then narrowing).
- Heteroscedasticity does not arise if the points on the Y axis are dispersed above and below zero and there is no discernible pattern.

RESULTS AND DISCUSSION

Respondent Description

Thirty-five workers of PT. Liza Christina Garment Industry, Sukabumi Regency, participated in this study as respondents. can see the research participants according to their age, gender, and most recent educational attainment.

Description of Research Respondents Based on Gender

Table 5. Respondents Based on Gender

Gender	Requency (People)	Percentage
Male	12	34,2%
Female	23	65,7%
Amount	35	100%

Source: Processed By the Author 2024

Based on the data above, it can be seen that the classification of respondents is based on gender. Respondents with male gender numbered 12 people, while respondents with female gender numbered 23 people at PT. Liza Christina Garmet Industry Sukabumi Regency is not in the company.

Description of Respondents Based on Last Education

Table 6. Respondents Based on Last Education

No	Last education	Requency (People)	Percentage
1	SD	0	0%
2	SMP	6	17,1%
3	SMA/SMK	11	31,4%
4	DIPLOMA	8	22,8%
5	Bachelor	10	28,5%
	Amount	35	100%

Source: Processed By the Author 2024

Based on the data above, it can be seen that the classification of respondents based on, the last education of elementary school is 0 people, the last education of junior high school is 6 people, the last education of high school/vocational school is 11 people, the last education of Diploma is 8 people and the last education of Bachelor is 10 people.

Description of Respondents Based on Age

Table 7. Characteristics of Respondents Based on Age

No	Age	Frequency(people)	Percentage
1	17-20 Years	13	37,1%
2	21-30 Yeasr	16	45,7%
3	31-40 Years	6	17,1%
	Amount	35	100%

Source: Processed by the Author 2024

Based on the data above, it can be seen that the classification of respondents aged 17-20 years is 13 people, respondents aged 21-30 years is 16 people, and respondents aged 31-40 years is 6 people.

Instrument Test

This study uses a questionnaire and before analyzing the research instrument that will be used in order to obtain results that can be tested, are reliable and avoid things that could doubt the validity of the research results, validity and reliability testing are carried out. In conducting validity and reliability tests, the author uses the assistance of IBM SPSS Statistics Program Version 27.0.

In the questionnaire technique, the author uses an ordinal Likert scale. Sugiyono (2021: 145) defines a scale as an agreement that serves as a reference for determining the duration of an interval on a measuring device, causing the device to provide quantitative data on that scale when utilized for measurement.

There is a very positive to negative transition rate. Respondents were asked to agree or disagree with the contents of the statement based on five answer categories.

Reliability Test

According to Sugiyono (2021: 176), a reliability test shows how well Repeated measurements of the same thing using the same equipment will provide same results. The goal of reliability testing is to measure the same symptoms and get reliable measurement findings. The Cronbach approach is used to test the reliability of this study. The a-Cronbach coefficient is a reasonably ideal metric for assessing consistency, which is why this variable is used.

Reliability Between Variables

1. With the aid of IBM SPSS Statistics, the reliability test of the Work Motivation variable (X₁) may be conducted. The Cronbach's Alpha value is then determined as follows:

Table 8. Results of the Work Motivation Variable Reliability Test

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.718	10

According to table 8 above, the reliability test results indicate that the Work Motivation variable has a Cronbach's Alpha value of 0.718 and consists of 10 statement items. Based on the fact that $0.718 > 0.60$ and that the cooperation variable items are appropriate for use as a research measuring tool, it can be said that the cooperation variable is reliable.

2. Using IBM SPSS Statistics, the reliability test of the Work Discipline variable (X_2) may be conducted. The Cronbach's Alpha value is then ascertained as follows:

Table 9. Results of the Work Discipline Variable Reliability Test

Case Processing Summary		
	N	%
Cases Valid	35	100.0
Excluded ^a	0	.0
Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.670	9

According to table 9 above, the reliability test results indicate that the motivation variable has a Cronbach's Alpha value of 0.670 and consists of nine statement items. Since $0.670 > 0.60$ and the motivation variable items are appropriate for use as a research measuring tool, it can be said that the motivation variable is stated as reliable.

3. Reliability test of employee performance variables (Y), this test can be done using the help of IBM SPSS Statistics, then the Cronbach's Alpha value is obtained as follows:

Table 10. Employee Performance Variable Reliability Test Results

Case Processing Summary		
	N	%
Cases Valid	35	100.0
Excluded ^a	0	.0
Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.647	10

The reliability test's results, as shown in table 10 above, indicate that the employee performance variable has a Cronbach's Alpha value of 0.647 and consists of 10 statement items. Since $0.647 > 0.60$ and the items are appropriate for use as a research measuring tool, the employee performance variable is deemed reliable.

Validity Test

According to Sugiyono (2021: 175) explains that a A valid instrument indicates that the measuring device used to collect the data is legitimate. When an instrument is considered valid, it can measure what needs to be measured. By applying the product moment correlation method to determine the correlation between the data in each statement and the overall score, the validity of the questionnaire is assessed. Using the SPSS computer program to calculate the Pearson correlations bivariate analysis, the validity test of the work motivation variable instrument (X_1) was conducted on five dimensions of ten motivation indicators. The results of this calculation are shown in the table below:

Table 11. Results of the Work Motivation Variable Validity Test

Statement	Calculated value	Correlation Coefficient	Information
1	0,363	0,3	Valid
2	0,478	0,3	Valid
3	0,630	0,3	Valid
4	0,362	0,3	Valid
5	0,680	0,3	Valid
6	0,449	0,3	Valid
7	0,356	0,3	Valid
8	0,655	0,3	Valid
9	0,586	0,3	Valid
10	0,588	0,3	Valid

Source: Processed By the Author 2024

Statements that are declared valid are 10 items with a calculated value > 0.3 , and only 10 statements can be used as a measure of what is to be measured, namely measuring the cooperation variable, while the rest cannot be used as a measure to measure the cooperation variable.

Using the SPSS computer program to calculate the Pearson correlations bivariate analysis, the validity test of the Work Discipline variable instrument (X_2) was conducted on eight dimensions of the nine Work Discipline indicators. The results of these computations are shown in the table below.

Table 12. Results of the Work Discipline Variable Validity Test

Statement	Calculated value	Correlation Coefficient	Information
1	0,465	0,3	Valid
2	0,308	0,3	Valid
3	0,308	0,3	Valid
4	0,346	0,3	Valid
5	0,642	0,3	Valid
6	0,572	0,3	Valid
7	0,541	0,3	Valid
8	0,528	0,3	Valid
9	0,505	0,3	Valid

Source: Processed By the Author 2024

Table 12 above shows the validity test results. of the 9 statement items that are declared valid are 9 items with a calculated value of > 0.3 , and only 9 statements can be used as a measure of what is to be measured, namely measuring the motivation variable, while the rest cannot be used as a measure to measure the Work discipline variable.

- Using the SPSS computer program to calculate the Pearson correlations bivariate analysis, the validity test of the employee performance variable instrument (Y) was conducted on five dimensions of the ten motivation indicators. The results of these computations are shown in the table below.

Table 13. Employee Performance Variable Validity Test Results

Statement	Calculated value	Correlation Coefficient	Information
1	0,585	0,3	Valid
2	0,471	0,3	Valid
3	0,658	0,3	Valid
4	0,352	0,3	Valid
5	0,376	0,3	Valid
6	0,399	0,3	Valid
7	0,319	0,3	Valid
8	0,620	0,3	Valid
9	0,332	0,3	Valid
10	0,471	0,3	Valid

Source: Processed By the Author 2024

Based on table 13 above, the results of the validity test of 10 statements that are declared valid, there are 11 items with a calculated value of > 0.3 , and only 10 statements can be used as a measure of what is to be measured, namely measuring employee performance variables, while the rest cannot be used as a measure to measure employee performance variables.

Classical Hypothesis Testing

According to Ghozali (2018) Classical hypothesis testing is a statistical specification that needs to be fulfilled as part of the ordinary least squares-based multiple linear regression analysis. Heterogeneity, multicollinearity, and normalcy tests are all part of classical hypothesis testing.

If the findings of the hypothesis test do not contradict the classical hypothesis, a test is conducted to see if there is a violation of the classical assumptions before running multiple linear regression analysis on the research hypothesis. The following are some traditional presumptions that need to be fulfilled before employing multiple linear regression analysis as a method to examine the impact of the variables under study:

Normality Test

The normality test is a procedure used to determine whether or not data is regularly distributed, according to Ghozali (2018: 161). The purpose of the data normalization check is to determine whether or not the data from the independent and dependent variables in the regression equation are regularly distributed. To determine if the residuals are regularly distributed, two methods are available: statistical analysis and graphical analysis testing.

- Graphical Analysis

According to Ghozali (2020:163) In theory, the residual can be used to determine normalcy. Decision-making is based on statistical analysis and graphical analysis testing.

- The regression model satisfies the condition of normality if the data is distributed diagonally and in the diagonal direction, or if the histogram displays a normal distribution.

- b) The regression model does not satisfy the condition of normality if the data is dispersed far from the diagonal, does not follow the diagonal direction, or does not exhibit a normal distribution pattern in the histogram.

- Test of Kolmogorov-Smirnov

The Kolmogorov-Smirnov test of the tested model serves as the foundation for this test. The following presumption guides the use of the Kolmogorov-Smirnov test:

Ho: The remaining data is normally distributed if sig. 2 - tail > $\alpha + 0.05$

Ha: The remaining data is not normally distributed, if sig. 2 - tail < $\alpha + 0.05$.

Based on the results of data processing using the IBM SPSS Statistics version program, it can be seen in the following image:

Analysis of Graphs and Probability Plot Curves (P-Plot)

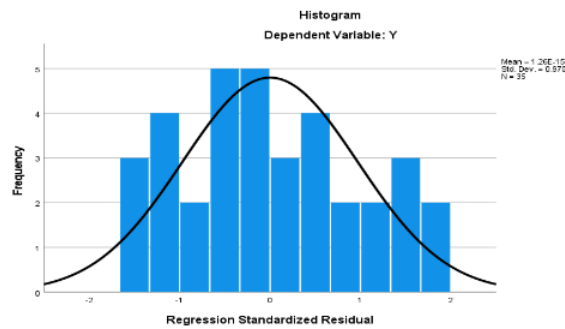


Figure 3. Results of Probability Plot Curve Normality Test (P-Plot)
Source: SPSS Data Processing Version 27 (2024)

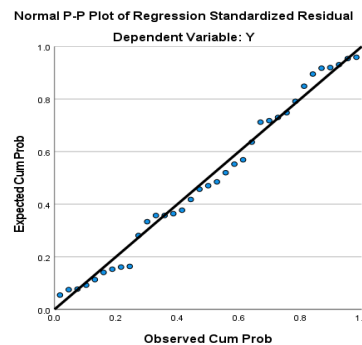


Figure 4. Results of Normality Test Probability Plot Curve (P-Plot)
Source: SPSS Data Processing Version 27 (2024)

The P-P plot, a typical regression plot of the residuals, indicates that the points are dispersed across the diagonal and are diagonally distributed, whereas the histogram, as seen in the above figure, offers a model of a normal distribution. Consequently, it may be said that the plot displays a suitable regression model because it meets the normality assumption.

Kolmogorov-Smirnov (K-S) Statistical Analysis

Table 14. Normality Test Results Statistik Kolmogrov-Smirnov
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		35	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	3.19382119	
Most Extreme Differences	Absolute	.101	
	Positive	.101	
	Negative	-.073	
Test Statistic		.101	
Asymp. Sig. (2-tailed) ^c		.200 ^d	
Monte Carlo Sig. (2-tailed) ^e	Sig.	.474	
	99% Confidence Interval	Lower Bound	.461
		Upper Bound	.487

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.
- e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1502173562.

Source: SPSS Data Processing Version 27 (2024)

The sig. 2-tailed value is 0.200 > 0.05, according to table 4.10 above. In other words, the regression model is appropriate for use as it satisfies the normality assumption, demonstrating that the residual data in this study is normally distributed and appropriate for use as research.

Multicollinearity Test

The multicollinearity test seeks to determine if the regression model detects any link between independent variables (Ghozali 2018: 107). Independent variables are not orthogonal if they are correlated. When the correlation coefficient between independent variables is zero, the variables are said to be orthogonal. Variance inflation factors (VIF) or tolerance values can be used to examine multicollinearity. Since $VIF = 1/Tolerance$, a high VIF value is equal to a low tolerance number. A tolerance value ≤ 0.10 , or the same as the threshold value often used to identify multicollinearity,

a VIF value ≥ 10 . If the tolerance value is > 0.10 or the VIF value is

1. Tolerance value

- a. If the tolerance value ≤ 0.10 , There are symptoms of multicollinearity.
- b. If the tolerance value is ≥ 0.10 then there are no symptoms of multicollinearity.

2. Variance Inflation Factor (VIF) Value

- a. If the VIF value ≥ 10 , then there are symptoms of multicollinearity
- b. If the VIF value ≤ 10 , then there are no symptoms of multicollinearity

Table 15. Multicollinearity Test Results

		Coefficients ^a					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	15.525	6.368		2.438	.021		
	X2	.270	.170	.262	1.587	.122	.803	1.245
	X1	.288	.125	.379	2.296	.028	.803	1.245

a. Dependent Variable: Y

Source: SPSS Data Processing Version 27 (2024)

The Multicollinearity Test Results table above provides the following information:

Tolerance Value

There is no connection between the independent variables, as indicated by the tolerance value for work motivation (X₁) of 0.803, which is above or more than 0.10. There is no connection between the independent variables, as indicated by the tolerance value for Work Discipline (X₂) of 0.803, which is likewise above or more than 0.10.

Variance Inflation Factor (VIF) Value

The Given that the Variance Inflation Factor (VIF) for work motivation (X₁) is 1.245, meaning that the variable has a VIF value less or below 10 (VIF 1.245 < 10), it may be concluded that there is no multicollinearity among the independent variables in the regression model. There is no multicollinearity between the independent variables in the study's regression model, as indicated by the Variance Inflation Factor (VIF) calculation result for Work Discipline (X₂) of 1.245, which indicates that the variable has a VIF value smaller or below 10 (VIF 1.245 < 10).

Heteroscedasticity Test

The purpose of the Heteroscedasticity Test, according to Ghazali (2018:17), is to ascertain whether there is an unequal distribution of variance across the residuals of different observations in the regression model. It is known as homoscedasticity if the variance between one residual and another observation does not change, and heteroscedasticity if it does. Look for certain patterns in the graphic plot between the anticipated values of the dependent variable, namely ZPRED and the remaining SRESID, to ascertain whether heteroscedasticity is present. By looking for a certain pattern in the scatterplot between SRESID and APRED, one can identify heteroscedasticity. In this case, the residual (predicted Y_{actual} Y) is on the X axis, while the predicted Y is on the Y axis.

Considering the analysis that follows:

- For instance, in some patterns, heteroscedasticity is indicated if the dots follow a regular pattern (wavy, broadening, then narrowing).
- Heteroscedasticity does not exist if the distribution of the points on the Y axis above and below 0 is amorphous.

The outcomes of the heteroscedasticity test, which was conducted using a scatter plot in the image:

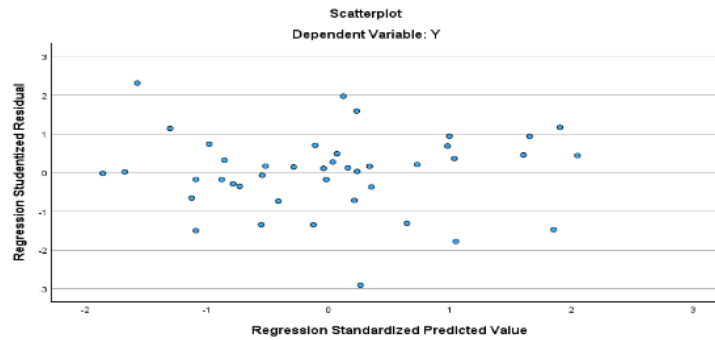


Figure 5. Heteroscedasticity Test

There is no heteroscedasticity in this regression model, as seen by the randomly distributed points above and below the 0 on the Y axis in Figure 5 above.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research that has been conducted with the title The Influence of Work Motivation and Work Discipline on Employee Performance at PT. Liza Christina Garment Industry, Sukabumi Regency, it can be concluded that:

1. Assessment of the variables Work Motivation, Work Discipline and Employee Performance then:
 - Work Motivation variable consisting of 10 indicators, where the 9 respondent indicators stated strongly agree, 1 respondent indicator stated agree. Thus that Work Motivation is appropriate.
 - Work Discipline variable consisting of 9 indicators, where the 9 respondent indicators stated strongly agree. Thus that Work Discipline is appropriate.
 - Employee A performance variable with ten indications, two of which indicated strong agreement, seven of which indicated agreement, and one of which indicated skepticism. Consequently, Employee Performance is quite appropriate.
2. Based on the research results, the performance of PT employees is more or less influenced by work motivation variables. The coefficient value of the variable PT Liza Christina Garment Industry Sukabumi Regency has a positive sign of 0.588. This shows that just one increase in the Work Motivation variable will result in an increase in Employee Performance of 0.588 times. This shows that there is a unidirectional relationship between the Work Motivation variable and Employee Performance.
3. Work discipline variables at PT. Liza Christina Sukabumi Regency Garment Industry has a partially substantial impact on worker performance according to study results. At 0.270, the regression coefficient is positive. This indicates that for every one-time rise in the Work Discipline variable, the Employee Performance value will increase by 0.270 times. This indicates that the Work Discipline variable and Employee Performance have a directional connection.

4. The results of the research that has been conducted show that the Influence of Work Motivation and Work Discipline on Employee Performance simultaneously contributes an influence of 0.630 or 63% and the remaining 37% is influenced by other variables that are not studied such as the work environment, cooperation, compensation and so on. In this case, it can be said that the Work Motivation and Work Discipline variables simultaneously have an effect on Employee Performance.

Departing from research entitled "The Influence of Work Motivation and Work Discipline on Employee Performance at PT. Liza Christina Garment Industry Sukabumi Regency", then the following recommendations can be put forward:

1. Regarding recommendations for employee performance factors, work discipline and work motivation, then:
 - For the company, it is suggested to further improve the provision of more appropriate Work Motivation indicators to employees in the company which will result in increased Employee Performance.
 - Suggestions for Work Discipline, the company needs to provide authority regarding the Work Discipline indicators that are applied better.
 - Employee Performance, the company should strive to improve Employee Performance to be even better, through more appropriate Employee Performance indicators.
2. The company is suggested to provide more equal treatment, create a conducive working atmosphere, provide accurate information, respect differences of opinion so that employees feel motivated and increase enthusiasm and are able to carry out the work desired by the company and encourage more effective Employee Performance.
3. The company is advised to provide stricter rules regarding Work Discipline in the company, so that employees are more obedient to the applicable Work Discipline and are able to carry out work with better Employee Performance

The company management should pay more attention to the work motivation given to employees so that it is more appropriate and always implements work discipline rules, so that employee performance is created that increases and has an impact on better company goals.

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