

Motivation in Improving Work Discipline

Casyariadi Vana Hafizah¹, Fitri Hayati²

State Islamic University of North Sumatera, Indonesia

Article Info

Article history:

Received Oct 11, 2022

Revised Nov 18, 2022

Accepted Dec 22, 2022

Keywords:

Motivation

Work discipline

Increase in work discipline

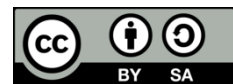
Employee performance

Company performance

ABSTRACT

The research aims to identify and analyze the role of motivation in improving work discipline. In this study, the Literature Study Research Method was applied, namely the data collection technique by conducting a review study of books, literature, notes, and reports that had something to do with the problem being solved. With the support of several other research samples, it can be proven that motivation can have an effect on increasing work discipline. And work discipline affects employee performance. To achieve company goals, managing human resources has the potential to affect employee performance and affect company performance.

This is an open access article under the [CC BY-SA](#) license.



Corresponding Author:

Casyariadi Vana Hafizah

State Islamic University of North Sumatera, William Iskandar Ps. V Street, Medan Estate, Percut Sei Tuan Sub-District, Deli Serdang District, Sumatera Utara Province, 20371.

Email: 1201casyariadivanahafizah@gmail.com

1. INTRODUCTION

Organizations that live and are in the era of information technology as it is today are faced with a very complex and confusing situation because they are always required to keep changing with the flow of changes that are happening. employees as organizational elements who are assets in realizing the vision through various predetermined goals and programs are required to always motivate and develop themselves to achieve optimal performance.[1]

Human resources have a dominant role in an organization or company. Basically, every company, both government and private agencies, not only expects capable, capable and skilled employees but also expected to work hard and desire to achieve optimal work results.[2] Employees as elements of the State Apparatus are full of obedience and high awareness of their duties and responsibilities based on Pancasila and the 1945 Law and have a good mentality and noble character to carry out and administer the regulations made by the government and the State. The role of Employees is very important to determine the success of the Organization in achieving the goals that have been set.[3]

In an organization, not only reliable human resources are needed, but work discipline must also receive serious attention. Discipline is very important for Organizational growth. In addition, work discipline can be said to be the most important thing in an organization, because the success of an organization can be measured by how much discipline its employees have.[4] Employees must also obey and submit to the norms that apply to the organization because the better the employee discipline, the higher the work performance is achieved. Indonesian government regulations have provided a regulation with the issuance of Law no. 5 of 2014 concerning the State Civil Apparatus. And according to the PP Law No. 53 of 2010 in carrying out main tasks, functions, and responsibilities.[5]

Work Discipline is a tool used by company management to communicate with employees so that they are willing to change their behavior and as an effort to increase awareness and prevailing social norms.[6]

Work discipline can be realized by efforts to motivate employees. Motivation can give someone a reason to work, for example, a large salary, a nurturing leader, adequate work facilities, a comfortable work environment, and pleasant co-workers, and so on.[7] Psychologically, it shows that the encouragement and enthusiasm of an employee in carrying out his work are strongly influenced by the motivation that drives him.[8]

In a measurable and planned manner, motivation is the provision of the driving force that creates a person's work enthusiasm so that they want to cooperate and work effectively in an interrogated manner with all efforts to achieve job satisfaction.[9] Without a strong and real form of support and participation from leaders, colleagues, and an adequate environment. Without a strong form of support and participation from the elements above, it is difficult for employees to develop themselves, express ideas, innovate, and motivate themselves to achieve higher in an organization. [10]

2. METHOD

This research uses the Library Studies Research Method. Muhammad Nazir in his book entitled *Research Methods* argues that what is meant by Library Studies is the technique of collecting data by conducting a study of reviews of books, literature, records, and reports that have something to do with the problem being solved. A literature study is an important step where after a researcher determines a research topic, the next step is to conduct studies related to theories related to the research topic. In searching for theory, the researcher will collect as much information as possible from related literature. Library sources can be obtained from Books, Journals, Magazines, Research Results (Theses and Dissertations), and other appropriate sources (Internet, Newspapers, etc.)

3. RESULTS AND DISCUSSION

3.1 Definition of Motivation

Motivation comes from the Latin *movere* which means to push or move. In general, motivation can be interpreted as encouragement and desire as well as efforts that arise from an individual to do something.[1] Robbins in Brahmasari and Suprayetno argues that motivation is the desire to do as a willingness to expend a high level of effort for organizational goals, which is conditioned by the ability of that effort to fulfill an individual need. Achmad Slamet explained that motivation is a fundamental psychological process and is one of the elements that can explain a person's behavior. Motivation is encouragement that can make someone improve their performance.[11]

Work motivation is a process that causes a person to behave in a certain way in order to fulfill every individual needs for survival, security, respect, achievement, power, growth, and a sense of self-worth.[12] According to George and Jones, work motivation can be defined as a psychological drive to someone who determines the direction of behavior in an organization, the level of effort, and the level of persistence or resilience in facing an obstacle or problem (*level of persistence*).[2]

The process of work motivation itself consists of three important elements, namely needs, drives, and incentives which can be explained as follows: *Needs* are pressures caused by deficiencies to cause a person to behave in order to achieve goals.[13] These deficiencies can be psychological, physiological, or social. *Encouragement* is a condition that causes a person to become active in carrying out an action or behavior in order to achieve the need for a goal. *Stimulation (incentives)* is something that has a tendency to stimulate someone's interest to work towards achieving goals.[14]

Work Motivation is a driving force for work enthusiasm. Motivation is the encouragement or enthusiasm that makes a person have goals and standard measures to be achieved. Providing motivation to employees will encourage employees to be more active at work it is expected to improve employee performance. There are two motivational stimuli, namely from within the employee itself (*internal*) and from factors outside the employee (*external*).[15]

3.2 The Impact of Low Work Motivation

Decreasing Employee Performance can be caused by low employee motivation. Low work motivation related to lack of appreciation either verbally or in writing for outstanding employees, lack of bonuses and compensation for outstanding employees, lack of guidance and direction, and encouragement from leaders to employees, lack of career paths, and lack of communication-related to regulations set in the company.[16]

3.3 Type of Work Discipline

According to Suhardi, motivation is divided into two types, namely as follows: Intrinsic; Motivation Intrinsic Motivation is the motivation that comes from within a person. This motivation sometimes appears without any outside influence. Usually, people who are intrinsically motivated are more easily compelled to take action. In fact, they can motivate themselves without the need to be motivated by others. All this happens because there is a certain principle that influences them. b). Extrinsic; Motivation Extrinsic motivation is the

opposite of intrinsic motivation, namely motivation that arises because of the influence of the external environment. This motivation uses triggers to keep someone motivated. These triggers can be in the form of money, bonuses, incentives, awards, prizes, big salaries, positions, praise, and so on. Extrinsic motivation has the power to change one's will. Someone can change their mind from not wanting to be willing to do something because of motivation.[17]

3.4 Definition of Work Discipline

As explained in a study, in general, work discipline can be interpreted as an attitude or behavior that complies with the rules of an organization either in written form or not. Work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not avoid accepting sanctions if they violate the duties and authority given. In addition, according to Government Regulation no. 53 of 2010 concerning Disciplinary Regulations for Civil Servants. Defining work discipline is the attitude or behavior of a civil servant's ability to comply with obligations and avoid prohibitions that have been determined in statutory regulations and/or official regulations which, if not complied with or violated, will be subject to disciplinary punishment. This means that work discipline is a requirement to comply with regulations, both written and non-written.[18]

Work discipline is one of the factors that can affect work productivity, while productivity is the success of an organization. Thus, there is a link between work discipline and productivity. So, it can be said that discipline is one of the determinants of the success or failure of organizational goals. By getting used to being disciplined, it is hoped that this will foster a sense of responsibility in carrying out the tasks assigned and can create a good learning atmosphere.[8]

According Sutrisno (2019) explained that good work discipline will increase employee performance thereby accelerating the achievement of organizational goals, while low discipline will reduce employee performance it becomes a barrier and slows down the achievement of organizational goals.[19]

According to Saydam, discipline is the ability to control oneself and carry out the norms that apply in life, to obey the prescribed procedures in life, to comply with the predetermined procedures in carrying out the duties and responsibilities that have been assigned to everyone so that they can be carried out. with full awareness.[20]

According to Afandi, the types of work discipline are as follows: a). *Preventive Discipline* is the discipline of prevention in order to avoid violating organizational rules, which is intended to encourage employees to be self-disciplined and obey and follow various standards and regulations that have been set; b). *Corrective Discipline* is a discipline that is intended to deal with violations of applicable rules and fix them for the future and comply with regulations in accordance with applicable guidelines within the company; c). *Progressive Discipline* is the provision of more severe punishment for repeated violations.[21]

3.5 Objectives of Work Discipline

The objectives of work discipline for employees include: a). So that employees comply with all applicable labor regulations and policies as well as organizational regulations and policies, both written and unwritten; b). Employees can carry out their work as well as possible and are able to provide maximum service to certain parties with an interest in the organization in accordance with the field of work assigned to them; c). Employees participate in accordance with the norms that apply to the organization; d). Employees are able to produce high productivity in accordance with organizational expectations, both in the short and long term.[22]

3.6 Factors that Can Improve Work Discipline

Factors that can improve work discipline are: a). Give rewards to employees who have completed tasks properly and regularly; b). Give warning to employees who make mistakes; c). Provide explanations and explanations regarding things that are not yet known to eliminate doubts; d). Provide training and activities to increase skills and confidence.[23]

4. CONCLUSION

Motivation can be interpreted as a desire from within that encourages a person to act. The word motive is equated with motive, encouragement, and reason. Motive is the driving force or driving force that encourages humans to act. In other words, it can be stated that a person's behavior in activities or work can appear or arise because of motives. Motivation is basically a mental condition that encourages action (*action/activities*) and provides strength that leads to achieving needs, giving satisfaction, or reducing imbalances. Thus, it can be said that work motivation is something that creates encouragement or enthusiasm for work.

Work Discipline is a tool used by company management to communicate with employees so that they are willing to change their behavior and as an effort to increase awareness and applicable social norms. Work


discipline is an attitude of respect, respect, obedience and adherence to applicable regulations, both written and unwritten, and being able to carry them out and not avoid accepting sanctions if they violate the duties and authority given. Work discipline can be realized by efforts to motivate employees. Motivation can give someone a reason to work, for example, a large salary, a nurturing leader, adequate work facilities, a comfortable work environment, pleasant co-workers, and so on.

REFERENCES


- [1] A. Selvia, "Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Guru di Sekolah Menengah Pertama Negeri se Kecamatan Tempuling Kabupaten Indragiri Hilir," *J. Pendidik. Tambusai*, 2021.
- [2] S. Srisiska, N. Ahyani, and M. Missriani, "Pengaruh Disiplin dan Motivasi Kerja terhadap Kinerja Guru," *J. Pendidik. Tambusai*, 2021.
- [3] S. Sriyono, I. Istiatin, and I. Aryati, "Kinerja Guru Ditinjau Dari Motivasi, Disiplin, Kepemimpinan Kepala Sekolah dan Lingkungan Kerja," *Edumaspul J. Pendidik.*, 2022.
- [4] I. Rohani, H. Fitria, and R. Rohana, "Pengaruh Kepemimpinan Kepala Sekolah dan Disiplin Kerja Guru terhadap Kinerja Guru SDN di Kecamatan Sembawa," *J. Pendidik. Tambusai*, 2020.
- [5] K. T. Utari and R. Rasto, "Pengaruh disiplin kerja terhadap kinerja guru," *J. Pendidik. Manaj. Perkantoran* ..., 2019.
- [6] A. S. K. Rahayuningsih, "Meningkatkan Disiplin Guru dalam Kehadiran Mengajar di Kelas melalui Penerapan Reward And Punishment di SD Negeri 147/VIII Bogorejo Kecamatan Tebo ...," *J. Pendidik. Tambusai*, 2022.
- [7] H. W. Tj, M. Tecolau, and I. Gunawan, "Disiplin Kerja Memediasi Pengaruh Budaya Organisasi dan Iklim Kerja terhadap Kinerja Karyawan," *J. Pendidik. Tambusai*, 2022.
- [8] S. Dipayani, D. A. Natuna, and D. Chairilisyah, "Pengaruh Disiplin Kerja dan Harapan terhadap Profesionalisme Guru di SDN Rayon Bersatu Kecamatan Bagan Sinembah Rokan Hilir," *J. Pendidik. Tambusai*, 2022.
- [9] A. Sudin, "Upaya Meningkatkan Disiplin Kerja Guru Dalam Melaksanakan Pembelajaran Di SMP Negeri 3 Sano Nggoang," *JUPE J. Pendidik. Mandala*, 2022.
- [10] S. HADI, "Meningkatkan Disiplin Guru dalam Kehadiran Mengajar di Kelas Melalui Penerapan Reward and Punishment di SMA Negeri 1 Lamongan," *Reforma J. Pendidik. dan* ..., 2022.
- [11] N. Nurhidayanti, I. Isjoni, and D. Chairilisyah, "Pengaruh Motivasi Kerja Guru dan Supervisi Akademik Kepala Sekolah Terhadap Kinerja Guru SD Negeri di Kecamatan Rupert," *J. Pendidik. Tambusai*, 2021.
- [12] R. N. Siagian, "Pengaruh Gaya Kepemimpinan, Kompetensi, dan Motivasi Kerja Dosen terhadap Kinerja Dosen FKIP di Universitas Simalungun Pematangsiantar," *MUKADIMAH J. Pendidikan, Sejarah, dan Ilmu* ..., 2022.
- [13] Y. Kwartarani, "MOTIVASI KERJA GURU DAN KEPEMIMPINAN KEPALA SEKOLAH: SEBUAH SURVEI PADA GURU SEKOLAH MENENGAH PERTAMA SWASTA," *Risâlah, J. Pendidik. dan Stud. Islam*, 2022.
- [14] E. Setyanti, "Pengaruh Kompetensi dan Motivasi Berprestasi terhadap Kinerja Guru yang Bersertifikasi," *SIKIP J. Pendidik. Agama Kristen*, 2020.
- [15] M. Tarmudi, W. Wahyudi, and M. Syukri, "KORELASI SUPERVISI AKADEMIK DAN MOTIVASI KERJA KEPALA SEKOLAH DENGAN KINERJA GURU SEKOLAH MENENGAH ATAS," *J. Pendidik. dan Pembelajaran*
- [16] A. Yanni, N. Nafisah, M. A. Kurnianda, S. Marsidin, and ..., "Peranan Motivasi Terhadap Kepuasan Kerja Guru," *J. Pendidik.* ..., 2022.
- [17] O. P. Safna and S. S. Wulandari, "Pengaruh Motivasi, Disiplin Belajar, dan Kemampuan Berpikir Kritis terhadap Hasil Belajar Siswa," *J. Pendidik.* ..., 2022.
- [18] K. D. Nitayani, L. E. Tripalupi, and ..., "PENGARUH KEDISIPLINAN KERJA DAN KESEHATAN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT. SEMEN TONASA GEROKGAK JALAN ...," *J. Pendidik.* ..., 2019.
- [19] A. Sutrisno, H. Matnuh, and H. P. Winarso, "PENGINTEGRASIAN NILAI-NILAI KEWIRAUSAHAAN DALAM PEMBELAJARAN PKN PADA SISWA KELAS XII SMKN 3 BANJARMASIN," *J. Pendidik.* ..., 2020.
- [20] W. Widia, S. Syahrir, and F. Sarnita, "Berpikir Kreatif Merupakan Bagian Terpenting dalam Meningkatkan Life Skills di Era Industri 4.0," *J. Pendidik. Ilmu* ..., 2020.
- [21] T. Rohman and D. S. Nugraha, "Strategi Guru Pendidikan Agama Islam Dalam Meningkatkan Motivasi Belajar Mata Pelajaran PAI di SMK Diponegoro Salatiga," *TARBAWI J. Pendidik.* ..., 2020.
- [22] A. Maulidi, "Implementasi Model Pembelajaran Quantum Learning dalam Meningkatkan Motivasi Belajar," *Fakta J. Pendidik. Agama Islam*, 2022.
- [23] E. I. K. Ningrum and A. Sobandi, "Analisis faktor-faktor determinan kinerja guru," *J. Pendidik. Manaj.* ..., 2021.

BIOGRAPHIES OF AUTHORS



Casyariadi Vaza Hafizah  is currently carrying out undergraduate education at UIN Sumatra Utara Medan to be precise in the Department of Islamic Education Management. Currently, I am in semester 5 and this semester I have a target to complete research related to Motivation in Improving Work Discipline which will later be used to see the Role of Motivation in increasing the work discipline of a staff/employee. I can be contacted via email at 1201casyariadivanahafizah@gmail.com



Fitri Hayati  Studied at Senior High School 3 Medan (2002). Continuing his undergraduate education at the Faculty of Economics, Department of Accounting, Brawijaya University, Malang. (2007), Masters Program at the Postgraduate Program of IAIN North Sumatra (2011), and currently attending the Doctoral Program from the Faculty of Economics and Islamic Business, State Islamic University of North Sumatra. I can be contacted via email: fitrihayati@uinsu.ac.id