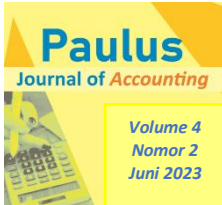# THE EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. PLN (PERSERO) UIW SULSELRABAR

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Abstract: In the same way that the rest of Indonesia has been hit hard by the Covid-19 epidemic, so too has PT PLN (Persero) UIW Sulselrabar. Several companies, including PT PLN (Persero) UIW Sulselrabar, have instituted work-from-home policies in response to the pandemic. Naturally, this may have an effect on employees' ability to self-regulate and motivate themselves to provide their best efforts on the job. The effects of discipline and motivation on output both before and after the pandemic are the primary foci of this study. One hundred people will be used as the sample size in this quantitative investigation. Data was gathered using questionnaires and analyzed using SPSS version 25. The results (indicated by the four indicators of time pressure, efficiency, absenteeism, and accountability) show a positive correlation with the discipline variable. Therefore discipline and motivation at PT PLN (Persero) UIW Sulselrabar have a large and positive effect on productivity.
Keywords: *Discipline, Motivation, and Performance.*

INTRODUCTION

COVID-19 has had a significant and widespread impact on all sectors of Indonesian society. Many steps have been taken by the government in an effort to curb the spread of COVID-19. This includes Large-Scale Social Restrictions ("PSBB") and restrictions on the free movement of people across international borders. The impact of the pandemic has prompted various corporate sectors, including tourism, industry, retail and automotive, to make significant changes to their operational activities.

In particular, major changes in company activities due to the implementation of the PSBB are in line with the decrease in the need for electricity use in the industrial sector, but for household customers electricity users have experienced an increase. To aid in the government's efforts to reduce the number of COVID-19 cases, PT PLN (Persero) UIW Sulselrabar has implemented Work From Home (WFH), where employees can work from home on an alternating basis. This ensures that there will be fewer people in the office at once, and allows them to follow all health and religious protocols

while at home. Companies, naturally, desire no change or decline in work output, particularly in employees' work discipline, during a pandemic like this.

The impact of this pandemic which affected the performance results, one of which was in the field of complaint services at Call Center 123 owned by PT PLN (Persero) UIW Sulselrabar which experienced a decline in service as follows:

Tabel 1
Kinerja Call Center 123
Penanganan Pengaduan Pelanggan

NO	TAHUN	BULAN	JUMLAH PANGGILAN MASUK	KUALITAS PANGGILAN MASUK	TOTAL RATA – RATA
1.	2019	OKTOBER	76, 464	97, 37%	91.28%
		NOVEMBER	85, 377	95,85%	
		DESEMBER	85,190	80,61%	
2.	2020	JANUARI	83, 432	87,72%	66,15%
		FEBRUARI	74,423	89,19%	
		MARET	79,677	85,01%	
		APRIL	76,521	70,88%	
		MEI	76,299	44,49%	
		JUNI	77,435	41,40%	
		JULI	71,145	52,98%	
		AGUSTUS	62,286	62,64%	
		SEPTEMBER	71,226	59,61%	
		OKTOBER	68,781	70,53%	
		NOVEMBER	70,783	65,71%	
		DESEMBER	72,515	63,59%	
3.	2021	JANUARI	63,833	72,83%	68,47%
		FEBRUARI	63,281	58,98%	
		MARET	67,914	71,21%	
		APRIL	83,365	70,84%	

It can be seen from the table above that the performance of handling customer complaints through Call Center 123 has experienced a decline in service since the beginning of the pandemic during 2020 due to a reduction in the number of employees in the CSO room so that incoming customer calls cannot be accommodated as a whole. For the quality of incoming calls, customers must be responded to a maximum of 25 seconds on the first ring so that employee performance can be achieved, but during the pandemic, which limited the number of employees in the room, complaint calls piled up and could not be accommodated. Correspondingly, Arzia and Faridah (2021: 172) found that the Covid-19 pandemic had a major impact on absenteeism at the PT Sumatrasarana Sekar Sakti Surabaya branch, with a 3% absentee rate in October 2019 and a dramatic increase of up to 8% absenteeism June and July 2020. Work discipline at PT Luxurious Indah Jaya - Binjai has a positive and sizable impact on employee performance, according to study by Hasibuan and Silvya (2019: 144). That is, an increase in work discipline in the enterprise should lead to a similar increase in productivity. This is in accordance with what was said by Sutrisno (2009: 87), namely if employees are disciplined at work, the organization will achieve its goals more quickly. Employee motivation is another aspect that can affect productivity. Farisi (2020:28) draws the conclusion that motivation has a positive and quite large influence on employee performance. That is, if motivation increases, performance will also increase. The findings of this study reinforce Afandi's opinion (Farisi, 2020: 17), who defines motivation as "the desire to carry out tasks with sincerity, joy, and seriousness to produce good and high-quality results from the tasks performed" . According to Ludhans' view as presented in Hardi et al. (2021: 168), an organization's ability to inspire its workers depends on its ability to provide them with

adequate supervision, training, tools and compensation. To motivate and engage staff in the tasks we need to complete.

Management should treat workers like family since they are the company's most important asset. If employees feel comfortable with office conditions and facilities, they will participate fully in developing the company. Initial observations regarding employee motivation can be seen from the late arrival of some workers at the office during this new normal period, where regular working hours are 08.00 - 16.30 WITA (Monday to Thursday) and 07.30 - 16.30 WITA (Friday). This is known because the researcher is one of the employees working at PT PLN (Persero) UIW Sulselrabar. Strong or weak employee motivation affects performance because motivation can inspire or generate excitement for one's work. Companies with increased and more productive employee performance will allow the company's goals to be achieved quickly and precisely. From what has been said, it is clear that strict discipline and the desire to succeed among workers are essential if an organization is to realize its goals. Performance can be improved and business goals achieved when inspiration comes from inside and outside the workplace.

LITERATURE REVIEW
1. Definition of Work Discipline
Disciplined people are aware and ready to comply with all relevant organizational norms and societal standards, as stated by Hasibuan's work in Vipraprastha et al. (2020). Disciplinary policies and procedures. Meanwhile, managers assess employee compliance with all regulations, policies and norms based on their level of discipline, as explained by Afandi (2018: 12). According to Mangkunegara (2011: 135), a disciplined workplace can have a positive impact on morale and productivity.

According to the understanding and opinion above, work discipline means being aware and willing to comply with all company regulations both written and verbal and accepting sanctions given in accordance with regulations that violate discipline. This allows employees to take full responsibility for all aspects of their work and to improve the quality and quantity of their performance, which ultimately helps the company achieve its goals.

2. Definition of Motivation
Definition of Motivation is the understanding that to achieve certain desires, ideals, or goals, a person must be encouraged, attracted, or have a strong desire within himself. A person will work extra hard to fulfill his goals if he is motivated to do so. Successful people change the world for the better. These individuals will change their ways to go where they want to go and improve their quality of life. Therefore, the desire for inspiration is something that everyone has. This will prevent you from giving up too easily and becoming depressed. And, when faced with failure, can immediately rise.

The description above agrees with Usman(Tanjung, 2015:29) encouragement can be defined as an individual's fundamental drive or drive to achieve goals. Definition of motivation according to Afandi and Farisi (2020): "the desire that develops in a person or individual as a result of being pushed and tickled to carry out activities honestly, happily, and enthusiastically so that the results of the activities carried out become superior and quality results."

3. Definition of Performance
The definition of performance according to Dessler in Indika and Adia (2021: 67) The ability of individuals or teams to carry out and perfect the work assigned according to their responsibilities and produce the desired results is known as performance. Whether you do well or not is what matters. Mangkunegara in Syaputra, et al. (2020: 111) share this view. An employee's performance is the extent to which he meets and exceeds expectations in completing work assignments.

According to Nurmansyah (2010: 177), "performance" is the outcome generated by an employee within a certain time frame in line with the mandate provided to him and the responsibilities allocated to him. Experts agree that performance reviews should focus on how

well workers complete specific tasks. Most organizations and individuals are evaluated by the quality of their workforce. When workers are able to raise their output, the firm benefits. Consequently, productivity is critical to the prosperity of the business.

RESEARCH METHODS

Here, we use quantitative approaches, which strive to quantify qualitative findings. According to (Sugiyono, 2016). In this study, we examine how X influences Y by using an associative or relationship-based research methodology. The study's objective is to assess whether or not Work Discipline (X1) and Work Motivation (X2) have had a beneficial effect on PT PLN (Persero) UIW Sulselrabar. influence (Y) on productivity in the workplace.

The population of this study consisted of 169 workers at PT. PLN (Persero) for the Sulselrabar Region. The population sample obtained must represent the whole. The Slovin formula is used to calculate the number of samples. Use this formula if population estimates are available beforehand. According to Slovin, the calculation of sample size is done as follows:

$$n = \frac{N}{1 + Ne^2}$$

Information:
n = Samples
N = Population
E = *Error* (percentage of inaccuracy due to sampling errors that can still be tolerated or desired, as much as 10%).
Sample sizes for this investigation were calculated using the following formula:

$$n = \frac{N}{1 + Ne^2}$$
$$n = \frac{169}{1 + 169 \, (0.1)^2}$$
$$n = \frac{169}{170 \, (0.1)2}$$
$$n = \frac{169}{1.7}$$
$n = 99.4$ rounded up to 100 samples.

According to the above calculation, we will need 100 participants for our research.

Targeted non-probability sampling was utilized to acquire information for this investigation. One more option is "nonprobability sampling," which is described as "a method that does not give every element or member of the population an equal chance of being selected for the sample." According to (Sugiyono, 2015, this is not the case with probability sampling. This method determines the sample randomly with a *purposive sampling type.* Because in this study it requires several characteristics, namely employees who are respondents are PT PLN (Persero) UIW Sulselrabar with the age of 20 years and above and employees with work history of more than one year are used as respondents due to the fact that the first year of employment is considered a probationary period.

The Google form questionnaire used for this study was arranged in such a way that respondents whose answers did not match the specified characteristics could not complete the questionnaire and thus would not be included in the sample.
This study uses the following strategy to gather information:

a. Questionnaires, as defined by Sugiyono (2017: 162), are a method of gathering information by asking a series of questions or providing a series of written statements to respondents for evaluation. The Likert scale is often used to quantify answers on questionnaires. The Likert scale can be used to measure individual or community attitudes towards social problems. As part of the evaluation, we asked each respondent to rate the questions on the following scale:

Answer Strongly Agree (SS)	= Score 5
Answer Agree (S)	= Score 4
Neutral Answer (N)	= Score 3
Answer Disagree (TS)	= Score 2
Answer Strongly Disagree (STS)	= Score 1

b. Document Review

Papers, photographs and digital recordings are collected and reviewed as part of a document review technique, which is a kind of data collection. These papers are then examined (described), contrasted, and combined to provide systematic and comprehensive study findings (Sukmadinata, 2013:221-222). This document review strategy is intended to collect information close to the research location. To find out whether or not there were significant differences in work discipline and employee motivation at research locations during the Covid-19 outbreak, researchers will conduct a search of documents related to discipline data on working hours of PT PLN (Persero) UIW Sulselrabar employees.

The following theories will be investigated in this study:

H1: At PT PLN (Persero) UIW Sulselrabar, disciplinary measures have a favorable and considerable impact on worker productivity.

H2: At PT PLN (Persero) UIW Sulselrabar, employee motivation plays a positive and substantial role in boosting productivity.

H3 : Discipline and Motivation simultaneously or together - can be positive and significant affect staff performance PT PLN (Persero) UIW Sulselrabar.

Validity test

Validity analysis examined how well the instrument was able to capture the notion of interest. If the questions in a survey do provide useful information to the evaluator, we can say that the survey has validity. (Ghozali, 2016: 52). Survey reliability is determined by considering the following factors:

a. If the item's or question's rcount is more than the rtable, it is approved.

b. Items or queries are considered invalid if the difference between rcount and rtable is positive.

Reliability Test

Survey findings are indicators of a variable or structure, and reliability tests provide information to evaluate their accuracy. A person's reliability as measured by a questionnaire increases if the answers remain stable over time. When tested repeatedly using different samples, reliability indicates whether the results are consistent or not. A construct or variable is considered dependable if its Cronbach's alpha is higher than 0.60, which may be calculated using the statistical software SPSS. For example, (Ghozali, 2016:47).

Multiple Linear Regression Analysis a

According to Abdurahman et al. (2011), there are two main ways to classify the connections between different variables: by their shape and by their degree of proximity. Regression analysis may be used to assess the shape of the connection between two or more variables when the model

of the relationship between them is unclear or when numerous independent factors impact the dependent variable in a complex fashion. phenomenon. This research investigates the impact of motivation and policies on productivity at PT. PLN (Persero) Sulselrabar Main Unit using multiple linear regression. In this analysis, we use the following equation:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

With description:

A	= Constant
Y	= Employee Performance
e	= *errors*
X1	= Work Discipline
b1, b2 and b3	= Regression Coefficient
X2	= Work Motivation

RESEARCH RESULT
A. Overview of the Research Unit

Many Dutch companies in the sugar and tea industries at the turn of the previous century thrived because they built power plants for their own needs, fueling the growth of the energy manufacturing industry in Indonesia. The Dutch company was taken over by the Japanese in 1942, when the Netherlands surrendered to the Axis powers at the start of World War II. Japan's surrender to the Allies in August 1945 marked another change in the balance of power. In order to complete the transfer of the company to the government of the Republic of Indonesia, President Soekarno met with the firm's employees and workers as well as the Chairman of the Central KNI during his visit. With a total production capacity of 157.5 MW, the Electricity and Gas Bureau was established by President Soekarno on 27 October 1945 as part of the Ministry of Public Works and Energy. Electric Bureau. and Gas was disbanded and the BPU-PLN (Leader General of the Bada State Electricity Company) was established on January 1, 1961. Simultaneously with the establishment of the state gas and electricity companies, the State Electricity Company (PLN) and the State Gas Company (PGN) were also formed to oversee them. The State Energy Company (PLN) was founded in 1972 by Government Regulation no. 17 as a government-approved business entity with the authority to serve the public interest by generating and distributing electricity. PLN has been a Limited Liability Company (Persero) since 1994, and has been responsible to PKUK for supplying electricity for public use since then. This shift is in line with the government's initiative to open the electricity distribution market to private companies.

B. Characteristics of Respondents

The identities of those who participated in the survey on the impact of work motivation and discipline on productivity at PT PLN (Persero) UIW Sulselrabar were published in the survey's characteristics. As previously mentioned, all respondents in this poll are over 20 years old or have worked at PT PLN (Persero) UIW Sulselrabar for more than a year.

There were a total of 100 participants in the study, and each participant's gender, age, end-of-school level, number of years worked, and annual income were recorded. This table details the results and demographics of the respondents:

a. Characteristics of Respondents Based on Gender

The table below shows the survey findings disaggregated by sex from a sample size of 100 people.

Table 2
Characteristics of Respondents Based on Gender

No	Gender	Amount	Percent (%)
1	Man	54	54 %
2	Woman	64	64 %
Total		100	100 %

A total of 54 female workers participated in this survey, accounting for 54% of the total, while 46 males did so, accounting for 46% of the total.

b. Characteristics of Respondents Based on Employee Age
The following table shows the findings of the survey broken down by age group of respondents (100 total).

Table 3
Characteristics of Respondents Based on Employee Age

No	Age (Years)	Amount	Percent (%)
1	21 -30	38	38 %
2	31-40	40	40 %
3	>40	22	22 %
	Total	100	100 %

Age distribution among the 100 respondents was 38% between 21 and 30, 40% between 31 and 40, and 22% between 41 and above. The findings of this survey indicate that workers or respondents aged between 31 and 40 make up a significant part of the labor force.

c. Characteristics of Respondents Based on Last Education
The following table displays the results of the questionnaire given to 100 respondents, broken down by level of education received over the last five years.

Table 4
Characteristics of Respondents Based on Last Education

No	Last education	Amount	Percent (%)
1	high school	10	10 %
2	Diploma	23	23 %
3	S1	64	64 %
4	S2	3	3 %
	Total	100	100 %

Based on the information supplied, we may infer that 10% of respondents did not finish any post-secondary education beyond high school, 23% completed post-secondary education at the diploma level, 64% completed undergraduate studies, and 3% completed post-graduate study at the master's level. According to the findings of this study, workers with a Bachelor's degree or higher were the most common type of respondent.

d. Characteristics of Respondents Based on Length of Work
The following table shows the distribution of replies by the respondents' estimated length of service, based on a survey sent out to 100 people.

Table 5
Characteristics of Respondents Based on Length of Work

No	Lama Bekerja	Jumlah	Persen (%)
1	1 Tahun	5	5 %
2	2 – 10 Tahun	48	48 %
3	>11 Tahun	47	64 %
	Total	100	100 %

According to the information supplied, 5% of respondents have been in the workforce for less than a year, 48% have worked for between two and ten years, and 47% have been in the workforce for more than eleven years.

e. Characteristics of Respondents Based on Income

The following table displays the findings of a questionnaire based on employee income per month from one hundred respondents.

Table 6
Characteristics of Respondents Based on Income

No	Income	Amount	Percent (%)
1	Rp. 3,000,000 – 5,000,000	11	11 %
2	Rp. 6,000,000 – 10,000,000	47	47 %
3	>Rp. 10,000,000	38	38 %
	Total	100	100 %

Given the foregoing, we can infer that 11 respondents, or 11%, earned between Rp. 3,000,000 and Rp. 5,000,000, that 47 respondents, or 47%, earned between Rp. 6,000,000 and Rp. 10,000,000, and that as many as 38 respondents, or 38%, earned > Rp.

Research Instrument Test

1. Validity test

The validity of the indicators employed in this research was examined to guarantee their dependability. There were 100 participants in this research, making the rtable value 0.195, and the 5% level of significance was used. With the presumption that rcount > rtable, the researcher employed SPSS version 25's statistical approach to evaluate the reliability of the survey. The table below shows the validated findings.

Table 6
Results of Validity Test Variables X1, X2, and Y

Variable	Statement	Correlation coefficient (r_{count})	Correlation Limit Value (r_{table})	Information
Discipline (X1)	X1.1	0.558	0.195	Valid
	X1.2	0.779	0.195	Valid
	X1.3	0.748	0.195	Valid
	X1.4	0.754	0.195	Valid
	X1.5	0.801	0.195	Valid
	X1.6	0.807	0.195	Valid
	X1.7	0.751	0.195	Valid
	X1.8	0.704	0.195	Valid

Variable	Statement	Correlation coefficient (r_{count})	Correlation Limit Value (r_{table})	Information
	X1.9	0.738	0.195	Valid
	X1.10	0.756	0.195	Valid
	X1.11	0.757	0.195	Valid
Motivation (X2)	X2.1	0.663	0.195	Valid
	X2.2	0.638	0.195	Valid
	X2.3	0.676	0.195	Valid
	X2.4	0.674	0.195	Valid
	X2.5	0.723	0.195	Valid
	X2.6	0.677	0.195	Valid
	X2.7	0.659	0.195	Valid
	X2.8	0.776	0.195	Valid
	X2.9	0.675	0.195	Valid
	X2.10	0.715	0.195	Valid
Performance (Y)	Y. 1	0.682	0.195	Valid
	Y.2	0.704	0.195	Valid
	Y.3	0.833	0.195	Valid
	Y.4	0.811	0.195	Valid
	Y.5	0.821	0.195	Valid
	Y.6	0.662	0.195	Valid
	Y.7	0.809	0.195	Valid
	Y. 8	0.842	0.195	Valid
	Y.9	0.863	0.195	Valid
	Y.10	0.650	0.195	Valid
	Y.11	0.623	0.195	Valid
	Y. 12	0.596	0.195	Valid
	Y. 13	0.749	0.195	Valid
	Y.14	0.719	0.195	Valid
	Y.15	0.819	0.195	Valid

All statements that use variables in the table have rcount greater than rtable (0.195), then the table is true. Thus, all claims made about indicators are accurate in measuring the impact of factors such as discipline and incentives at work.

2. Reliability Test

Here, dependability and steadiness are examined using a reliability test. To determine trustworthiness, researchers use the Cronbach alpha coefficient. If the cronback alpha is more than 0.60, we may say that it is trustworthy. Each variable's reliability test results show the following.

Table 7. Reliability Test Results X1, X2, and Y

Variabel	Cronbach's Alpha	Nilai Batas Alpha	N of Item	Keterangan
X1	0.912	0.60	11	Reliabel
X2	0,872	0.60	10	Reliabel
Y	0,942	0.60	15	Reliabel

Each of the study variables in the table above has a coefficient or cronbach alpha of more than 0.60, indicating their reliability as data generators.

Normality test

The researchers claimed that their data was normally distributed if the p-value of the Kolmogorov Smirnov One Sample Test was less than 0.05. Your data may be subjected to a normality test to see whether its distribution is usual. The data does not follow a normal distribution if the p-value for the Kolmogorov-Smirnov One Sample test is less than 0.05. The outcomes of the tests were consistent with expectations.

Table 8
Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3,65979728
Most Extreme Differences	Absolute	,056
	Positive	,056
	Negative	-,046
Test Statistic		,056
Asymp. Sig. (2-tailed)		,200[c,d]

The study's data followed a normal distribution, with a value of 0.200 (more than the 0.05 significance level), as determined by the Kolmogorov Smirnov normality test (explained above).

Multicollinearity Test

The degree of correlation between three or more variables may be calculated with the use of a multicollinearity test. No relationships should exist between the independent variables in a successful regression model. To detect multicollinearity, researchers use the Variance Inflation Factor (VIF) and associated tolerance limits. According to the specifications of this multicollinearity test, the absence of correlation or multicollinearity is indicated by a tolerance value more than 0.10 and a VIF value less than 10.00. Multicollinearity test results are summarized in the table below.

Table 9
Multicollinearity Test Results

Variable	tolerance	VIF	Information
Discipline (X1)	0.490	2,040	Multicollinearity Does Not Occur
Motivation (X2))	0.490	2,040	Multicollinearity Does Not Occur

The results of the multicollinearity test show that the self-control and intrinsic motivation variables have a VIF value of 10, with a tolerance value of $0.490 > 0.10$. The variables included in the regression analysis do not exhibit multicollinearity.

Heteroscedasticity Test

Whether the data in the regression model has unequal variance is a question that can be answered using the heteroscedasticity test. Regression models should be avoided if there is heteroscedasticity. The existence of a pattern, such as a collection of dots arranged in a certain way (wavy, widened, then narrowed), is an indication of heteroscedasticity. You can find out with the help of scatter and ZPRED. Heteroscedasticity does not exist if the data points are randomly distributed along the Y axis and equally spaced above and below 0. The heteroscedasticity test was performed, and the findings are as follows:

Figure 1
Scatterplot Heteroscedasticity Test Results
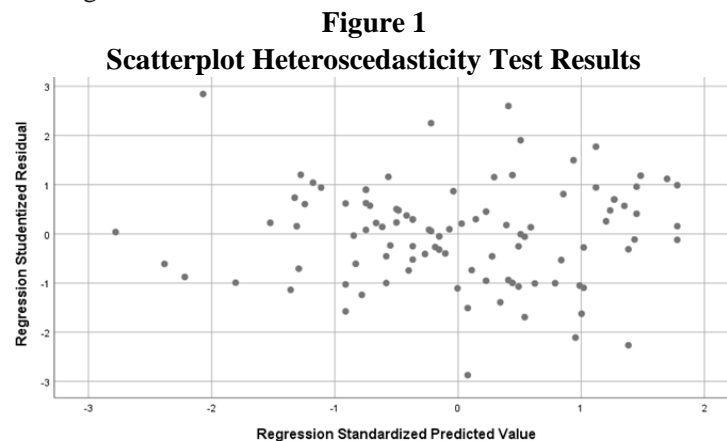
The results of the SPSS version 25 heteroscedasticity test are considered normal because the points in the image above are almost equally distributed above and below 0 on the Y axis.

Autocorrelation Test

The autocorrelation test investigates whether the t-1 confounder error is related to the t-period linear regression model. To get DL and DU for an autocorrelation test at the 5% level of significance, use the Durbin-Watson table. The following results emerged from the autocorrelation analysis:

Table 2
Autocorrelation Test Results

Summary Model [b]					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	,847 [a]	,717	,711	3,697	1,742
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

Table 23 of the abstract model displays the Durbin-Watson value, which is 1.742. The final computations make use of the supporting values dL and dU, where k = the total number of independent variables and n = the total number of samples. In the range from dU to (4-dU), autocorrelation is absent.

According to the findings, for n = 100, k = 2, dL = 1.634, and dU = 1.715, the resulting values are 2.285 and 2.366, respectively. Between dU and 4 - dU, the Durbin - Watson value (1.742) indicates no autocorrelation.

Hypothesis testing

Work discipline and employee motivation were both investigated using multiple linear regression analysis at PT. PLN (Persero) Sulselrabar Main Unit. This research makes use of the following methods:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

With description:

Y	= Employee Performance
a	= Constant
b1, b2 and b3	= Regression Coefficient
e	= errors
X1	= Work Discipline
X2	= Work Motivation

Data analysis using multiple linear regression calculations in SPSS produces the following table, which summarizes the findings.

Table 10

Summary of Multiple Linear Analysis Results

Variable	Regression Coefficient (β)	t Count	Significance
Constant	5012	1,387	0.169
Discipline (X_1)	0.770	7,632	0.000
Motivation (X_2)	0.481	4,143	0.000
F Count = 122.985 Significance = 0.000			
R = 0.847			
R Square = 0.717			
Adjusted R Square = 0.711			

The regression equation may be written in the following form using the aforementioned data:

$$Y = 5.012 + 0.770X_1 + 0.481X_2$$

Here's how you understand the equations mentioned above for a regression model:
   a. a. When holding all other variables constant, the total effect of all independent factors on the dependent variable is represented by the performance value (0) = 5.012. In the absence of external influences on self-control and drive, the resulting performance value is 5.012.
   b. A one-unit gain in discipline is predicted to provide a 0.770-unit performance boost, everything else being equal.
   c. c. Assuming all other things stay constant, a 0.481-point improvement in performance may be expected for every 1-point rise in motivation.

Partial Test (t test)

The significance of a correlation between two variables is evaluated with the use of the t test. Examine the impact of self-control and inspiration on output with this t-test. By comparing the totals in each, we can ensure that tcount and ttable are both accurate. Ha is accepted and H0 is rejected if an is less than 0.05 and t count is more than t table, and vice versa if an is greater than 0.05 and t count is less than -t table. The formula for hypothesis testing with a sample size of 100 is df = nk (where n is the number of samples and k is the number of variables). Therefore, t table = 97 at the 0.05:2 = 0.025 level of significance. According to the T-table, the value is 1.988.

Table of Test Results t

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	5,012	3,614		1,387	, 169
	X1	,770	,101	,589	7,632	,000
	X2	,481	, 116	,320	4,143	,000
a. Dependent Variable: Y						

Hypothesis Test 1

H_1 : Discipline has had a major impact on improving productivity at PT PLN (Persero) UIW Sulselrabar.

H_0 : Workers at PT PLN (Persero) UIW Sulselrabar find that even light punishments do not have much effect on their productivity.

The effect of X1 on Y has a significance level of 0.000 ± 0.05 and a tcount of $7.632 > 1.988$ as shown in the table above. Thus H1 is approved which indicates that the disciplinary variable at PT PLN (Persero) UIW Sulselrabar does have a good influence on the performance of its workers.

Hypothesis Test 2

H_2 : The performance of PT PLN (Persero) UIW Sulselrabar's staff is greatly improved by a partial motivating program.

H_0 : Workers at PT PLN (Persero) UIW Sulselrabar do not benefit from increased motivation, even if it is given.

As can be seen in the table above, the impact of X2 on Y has a tcount of $4.143 > 1.988$, which is statistically significant at the 0.000 0.05 level. Reasonable to accept H2 and draw the conclusion that the employees of PT PLN (Persero) UIW Sulselrabar benefited from the driving factors.

Simultaneous Test (Test F)

Any number of independent variables may be tested for their possible effect on a dependent variable using the F test. Fcount and Ftable will be compared to each other to check for precision. To accept Ha and reject H0, the significance level (a) must be less than 0.05, and either Fcount or Ftable must be more than. If we take a sample of 100 persons and divide by the number of independent variables (k), we obtain $df(N1) = k - 1 = 2$ and $df(N2) = n - k = 97$. The final score from using Ftable was 3.090.

Table of F Test Results

ANOVA [a]						
Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	3362,493	2	1681,246	122,985	,000 [b]
	residual	1326,017	97	13,670		
	Total	4688,510	99			
a. Dependent Variable: Y						
b. Predictors: (Constant), X2, X1						

Hypothesis Test 3

H_3:   Employees of PT PLN (Persero) UIW Sulselrabar benefit enormously from the combination of discipline and incentives that have been proven to increase productivity.

H_0: Employees at PT PLN (Persero) UIW Sulselrabar are not much more productive if discipline and incentives are used simultaneously.

From the data above, the significance value is 0.000 ± 0.05, and the Fcount is 122.985 > 3.090. The performance of PT PLN (Persero) UIW Sulselrabar employees is positively influenced by motivation and discipline, so that H3 can be accepted as true.

Coefficient of Determination (R^2)

The R2 value from a multivariate linear regression analysis indicates how well one variable accounts for the other. R2 values close to 1 indicate that almost all of the variation in the dependent variable can be attributed to the independent variable. When the value of R2 is low, the independent variable may explain little of the variation in the dependent variable. The R2 value of the analysis is shown in the table below.

Test Results for the Coefficient of Determination (R^2)

Summary Model [b]			
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,847 [a]	,717	,711	3,697
a. Predictors: (Constant), X2, X1				
b. Dependent Variable: Y				

The given results show that R2 is 0.717. When controlling for self-discipline and intrinsic drive, the dependent variable, performance, may be predicted with an R2 of over 30%.
In the coefficient of determination table above, it produces a correlation value (R^2) of 0.717. Classification of multiple correlation Table 2 R shows that a very weak relationship exists between the coefficients and values 0.00–0.199, a weak relationship applies between coefficients and values 0.20–0.399, a moderate relationship applies between coefficients and values 0.40–0.599, a strong relationship holds between the coefficients and values 0.60–0.799, and a very strong relationship applies between values 0.80–1,000. The R2 values for the many correlations discovered in this study ranged from 0.60 to 1.799, allowing for conclusions to be drawn about the strength of the association between the independent and dependent variables.

DISCUSSION

The following is a summary of the findings from a multiple linear regression study.
 1. Discipline Variable Partially
    The findings of the t test reject the null hypothesis (H0), indicating that work discipline (X1) significantly affects performance (R2 = 0.770). The t-test findings show that an integrated increase in employee discipline results in an increase in performance at PT PLN (Persero) UIW Sulselrabar by 0.770 (or 77%).
Responses were consistent with the theory proposed by Hasibuan in Kristianti, et al (2021) that "the more disciplined a person is, the better his work performance (performance) will be" and with the view proposed by Sutrisno in Kristianti, et al (2021) that "a person's adherence to rules, applicable work practices, or attitudes, behaviors, and actions that comply with organizational rules, both written and unwritten, are characterized as discipline." According to the previous explanation, the four metrics can be used to measure the influence of discipline on productivity.

2. Partially Motivational Variables

A considerable positive influence of X2 (motivation) on Y1 (work accomplishment) (with a regression coefficient of 0.481) is shown by the results of the hypothesis t test for the link between these two variables. The T-test findings show that increasing staff enthusiasm will increase productivity by 48.1% at PT PLN (Persero) UIW Sulselrabar.

This agrees with the theory from Afandiwithin Pharisees (2020: 17) which says that " a person or individuals are motivated when they are inspired, and driven to carry out tasks with sincerity, joy, and earnestness so that the results of the tasks they carry out are positive and of high quality." .

". The context mentioned indicates that workplace conditions are a driving force for employees. When a person is highly driven to take action to achieve their goals and improve their situation, positive change is predictable. Therefore, it is very important for individuals to control themselves.

3. Discipline and Motivation Variables Simultaneously

Multiple linear regression analysis shows that discipline and motivation have a favorable effect on PT PLN (Persero) workers' performance when looked at together using the FUIW test, hence H3 may be accepted. Sulselrabar. Discipline and motivation account for 71.7% of the variance in performance, whereas other variables account for 28.3%.

This research confirms the favorable impacts of both workplace motivation and discipline on productivity, which is in accordance with the findings of "The Influence of Work Motivation and Discipline on Employee Performance at PT PLN (Persero) UP3 Binjai" (Annisa Fahira, 2020). This research shows that a combination of intrinsic motivation and rigorous adherence to organizational norms significantly boosts productivity.

4. Partially Motivational Variables

Using the t-test for a subset of variables, we find that H1 is correctly related to X2, the motivational variable, indicating that X2 has a significant positive effect on employee performance (with a regression coefficient of 0.481). T-test findings indicate that an increase in staff enthusiasm will increase productivity of 48.1% at PT PLN (Persero) UIW Sulselrabar.

This is consistent with a hypothesis from Afandiwithin Pharisees (2020: 17), which states that an individual's motivation to do excellent work lies in a desire to have their efforts rewarded with positive, high-quality outcomes.

The context mentioned indicates that workplace conditions are a driving force for employees. If you are deeply driven to take steps to realize your goals and improve your situation, you will see positive changes in your life. So, everyone needs personal motivation.

5. Discipline and Motivation Variables Simultaneously

Multiple linear regression analysis confirms the positive and significant relationship between discipline and motivation and the performance of PT PLN (Persero) UIW Sulselrabar employees, and the F test, which evaluates the multiple hypothesis, supports this conclusion. Discipline and motivation account for 71.7% of the variance in performance, whereas other variables account for 28.3%.

This research confirms the favorable impacts of both workplace motivation and discipline on productivity, which is in accordance with the findings of "The Influence of Work Motivation and Discipline on Employee Performance at PT PLN (Persero) UP3 Binjai" (Annisa Fahira, 2020). This research shows that a combination of intrinsic motivation and rigorous adherence to organizational norms significantly boosts productivity.

CONCLUSION

The following findings emerge from the literature review on the effects of workplace discipline and motivation on output:

1. First, PT PLN (Persero) UIW Sulselrabar's policies and disciplinary procedures have a significant and beneficial effect on workers' output.
2. At PT PLN (Persero) UIW Sulselrabar, employee motivation plays a major role in boosting productivity.
3. Discipline and motivation at PT PLN (Persero) UIW Sulselrabar are three factors that contribute greatly to the company's success.

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