

The Influence of Employee Engagement, Work Discipline, And Work Motivation on Employee Performance in Luwes Gentan Park

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ABSTRACT: Examining the impact of work motivation, employee engagement, and work discipline on Luwes Gentan Park employees' performance was the aim of this study. 134 workers in Luwes Gentan Park made up the study's population. There were 67 individuals included in the study's sample. This study included questionnaires, interviews, observations, and literature reviews as data-gathering methods. A non-probability sampling approach is employed for the sample. Validity, reliability, conventional assumption, and hypothesis testing are all components of the research instruments that are evaluated throughout the data analysis process. The study's findings indicate that the dependent variable, employee performance, is significantly influenced by each independent variable. The study's findings also demonstrate that the factor that has the most impact on employee performance is employee engagement.

KEYWORDS: Employee Engagement, Work Discipline, Work Motivation, Employee Performance

I. INTRODUCTION

For a business to succeed, its people resources must be a key component of its development since they are valuable assets (Khan et al., 2012). An organization's ability to succeed is largely reliant on the caliber of its human capital, with superior personnel capable of advancing all domains. Human resources significantly influence a business's success in accomplishing its objectives.

The efficacy of the human resources that contribute can be used to evaluate their quality. Performance is the term used to describe an employee's capacity to fulfill the current employment requirements. Three factors effort, ability, and direction—combine to define an employee's job quality. Direction refers to how well an employee knows what is expected of him or her, ability focuses on a person's skills, and effort refers to how hard an employee works (Leslie and Lyold, 2000).

The capacity of a company to accomplish its objectives is significantly impacted by the caliber of its human resources, demonstrating the critical role that human resources play in this process Dessler (2004) defines employee performance as the discrepancy between an employee's planned performance and actual results. Mangkunegara (2017), explains that performance is the amount and quality of work outcomes (output) that human resources accomplish in a certain amount of time while completing tasks in compliance with their assigned duties. Employee performance will increase when employers are able to provide what workers desire (Pratama, 2015).

One of the primary elements that might influence the company's development is employee performance. The firm's goals will be simpler to accomplish if an employee performs well, and vice versa. If an individual performs poorly, the goal will be challenging to accomplish, and the outcomes will not be what the company desires. Performance and the business are inextricably linked. Employees will do their best work for the organization when they have a positive relationship with it. If workers are attached to the organization, human resources or employees may perform at their best. One of the key determinants of organizational performance and a prerequisite for corporate success in the cutthroat market of today is employee engagement.

The term "employee engagement" refers to a person's feeling of purpose, initiative, flexibility, effort, and persistence in pursuit of corporate objectives (Macey et al., 2009). Robinson, et al (2004) say the positive attitudes that employees have toward the organization where they work and the values it promotes are known as employee engagement.

Work discipline is another element that may have an impact on employee performance. Discipline is a management practice used to uphold corporate norms (Handoko, 2012). Employee self-control and consistent application of discipline demonstrate the seriousness of an organization's work team. Punishment through disciplinary action for workers who do not meet the required standards.

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The Luwes Gentan Park environment has a poor degree of employee discipline, as seen by the fact that some employees arrive late for work, frequently leave early, and occasionally fail to show up for work during working hours. The performance of the Gentan Park staff will be impacted by the disciplinary actions taken against these individuals. Management must encourage staff members to be extremely disciplined so they can work effectively in the future. Employee performance is significantly impacted by work discipline, according to research by Dea et al. (2020), whereas Arianto's (2013) study found no relationship between work discipline and performance. Work discipline will be examined for its impact on Luwes Gentan Park employees' performance based on the findings of theoretical and empirical research.

Motivation is essential for enhancing employee performance in a company. Employee performance will be impacted by high motivation, which will increase. Performance is significantly impacted by motivation, according to Theodora's (2016) research on the link between the two factors. However, according to Luhur's (2014) research, performance is unaffected by motivation. gathering methods. A non-probability sampling approach is employed for the sample. Validity, reliability, conventional assumption, and hypothesis testing are all components of the research instruments that are evaluated throughout the data analysis process. The study's findings indicate that the dependent variable, employee performance, is significantly influenced by each independent variable.

II. RESEARCH PROBLEM STATEMENT

Arikunto (2013) An alternate conjectural solution to the issues raised by research is called a hypothesis. The purported response is a provisional reality that will be examined using information gathered from studies. The hypothesis can become true based on its location, but it can also become false.

a. The Effect of Employee Engagement on Performance

Employee engagement is the emotional commitment of a worker to the organization and its goals. Employees who exhibit this emotional commitment genuinely care about their jobs and the business. They labor for the objectives of the company rather than merely for a payday or a promotion (White, 2011). According to Rivai (2017), Performance is the consequence of an individual's accomplishments during a given period in relation to pre-established and agreed-upon work result standards, targets, goals, or criteria. Increased levels of employee involvement are predicted to result in increased productivity, which will enhance worker performance. In light of the aforementioned description, the theory put forward is:

H1 : Employee Engagement has a positive and significant effect on the performance of Luwes Gentan Park employees.

b. The influence of work discipline on performance

Hasibuan (2017) implies that awareness of and desire to follow all workplace rules and relevant social standards constitute discipline. In compliance with these rules, this obedience may be shown through attitudes, acts, and behaviors. It is challenging for businesses and institutions to fulfill their objectives, including the attainment of optimal employee performance, without the assistance of sound discipline. Discipline is therefore essential for reaching objectives. The theory put out in light of the given description is:

H2: Work discipline has a positive and significant effect on the performance of Luwes Gentan Park employees.

c. The influence of Work Motivation on performance

Rivai (2017: 78) defines motivation as the desire to work toward a certain objective. Since it is generally accepted that all people possess the drive to work, motivation is defined as a strong internal and outward desire to go above and beyond what others do. The more driven, the better the performance. Consistent with current ideas, the results of Char et al. (2020) demonstrate that intrinsic drive at work significantly improves performance. The theory put out in light of the given description is:

H3: Work Motivation has a positive and significant effect on the performance of Luwes Gentan Park employees.

Based on the previous explanation, the following is the research framework:

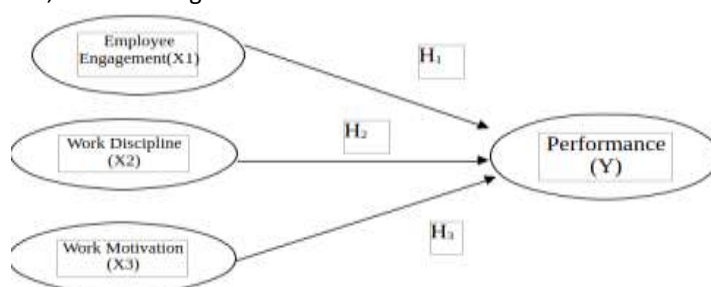


Image 1. Theoretical Framework

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II. RESEARCH METHODS

The research method helps researchers comprehend a study object by providing a series of steps for doing research, including research methodologies and processes (Hartono, 2011). The study's design combined an associative approach to causal linkages with a quantitative approach and survey research methodology. Research is conducted on certain populations or samples using quantitative methods, which are based on the positivist ideology, to assess preexisting assumptions. Utilizing research instruments, quantitative or statistical analyses are implemented (Sugiyono, 2017).

Researchers utilize a population, a category for generalization consisting of items or humans possessing certain numbers and features, utilized for study and conclusion formulation (Sugiyono, 2017). The participants in this research are all Luwes Gentan Park employees. The population as a whole is the subject of the study. 134 workers in Luwes Gentan Park made up the study's population.

According to this methodology, 67 respondents made up the sample size. Thus, 67 individuals from the entire population made up the research sample. A non-probability sampling approach was used to collect this sample. The non-probability sampling method does not guarantee that a random selection of a population will result in a representative sample (Sugiyono, 2017).

A questionnaire, or one created by the researcher, was the research tool utilized in this investigation. An instrument for gathering data that is used to quantify natural and social phenomena that have been seen is called a research instrument (Sugiyono, 2017). In order to obtain comprehensive information about an issue, natural phenomena, or social phenomena, research tools are utilized.

The Likert scale is the tool employed in this study, and its purpose is to provide reliable data. According to Sugiyono (2017), "A person or group of people's attitude, opinion, and perception regarding a social phenomenon are measured using the Likert scale". Researchers employed a particular kind of survey tool with the following scoring system in this investigation:

1. SS: Strongly agree with a score of 5
2. S : Agree with score 4
3. RG: Undecided Scored 3
4. TS: Disagree Scored 2
5. ST: Strongly Disagree Scored 1

IV. RESEARCH RESULTS AND DISCUSSION

1. Instrument Testing

a. Validity Test

1) Employee Engagement (X1) Variable Validity Test Results

Seven statement elements comprise the Employee Engagement variable. A suitable question item for explaining a variable is one that correlates to variables whose rhythm value is higher than the crucial value. All seven of the question items are legitimate, as the table below demonstrates..

Questionnaire Item	r_{hitung}	r_{tabel}	Description
X _{1.1}	0,636	0,30	Valid
X _{1.2}	0,693	0,30	Valid
X _{1.3}	0,647	0,30	Valid
X _{1.4}	0,560	0,30	Valid
X _{1.5}	0,719	0,30	Valid
X _{1.6}	0,534	0,30	Valid
X _{1.7}	0,634	0,30	Valid

2) Validity Test Results for Work Discipline Variable (X2)

Questionnaire Item	r_{hitung}	r_{tabel}	Description
X _{2.1}	0,656	0,30	Valid
X _{2.2}	0,498	0,30	Valid
X _{2.3}	0,546	0,30	Valid
X _{2.4}	0,688	0,30	Valid
X _{2.5}	0,597	0,30	Valid
X _{2.6}	0,621	0,30	Valid
X _{2.7}	0,630	0,30	Valid

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The Work Discipline variable consists of 7 statement items. If a question item correlates with a variable with a rhythm value higher than the crucial value, then the question item is valid for explaining the variable. All seven items on the question are legitimate, according to the data shown in the table made earlier.

3) Validity test results for Work Motivation Variables (X3)

Questionnaire Item	r_{item}	r_{kritis}	Description
X _{3.1}	0,510	0,30	Valid
X _{3.2}	0,734	0,30	Valid
X _{3.3}	0,552	0,30	Valid
X _{3.4}	0,613	0,30	Valid
X _{3.5}	0,745	0,30	Valid

There are five statement components that make up the Work Motivation variable. A suitable question item for explaining a variable is one that correlates to variables whose rhythm value is higher than the crucial value. The aforementioned table demonstrates that each of the five question items is legitimate.

4) Validity of Statement Items for Performance Variables (Y)

Questionnaire Item	r_{item}	r_{kritis}	Description
Y.1	0,618	0,30	Valid
Y.2	0,629	0,30	Valid
Y.3	0,699	0,30	Valid
Y.4	0,521	0,30	Valid
Y.5	0,704	0,30	Valid

There are five statement components in the performance variable. A suitable question item for explaining a variable is one that correlates to variables whose rhythm value is higher than the crucial value. The aforementioned table demonstrates that each of the five question items is legitimate.

b. Reliability Test

Finding the instrument's confidence index with respect to the independent variable is what the reliability test is all about. For dependability purposes, Cronbach's Alpha is used. If the instrument's Apha value is 0.6, it is considered dependable. Presented in the table below are the reliability test findings that were produced from the analysis:

The instrument reliability test findings indicate that the four variables: employee engagement, work discipline, work motivation, and employee performance are reliable, due to the Cronbach's Alpha value being greater than 0.6. This indicates that the survey remains constant throughout time.

Variabel	Cronbach's Alpha	Criteria	Description
Employee Engagement	0,748	Cronbach's Alpha > 0,6 is reliable	Reliable
Work Discipline	0,711		Reliable
Work Motivation	0,627		Reliable
Performance	0,635		Reliable

2. Classic Assumption Test

a. Normality Test

To find out if the data distribution in the study follows a normal distribution, researchers utilize the data normality test.

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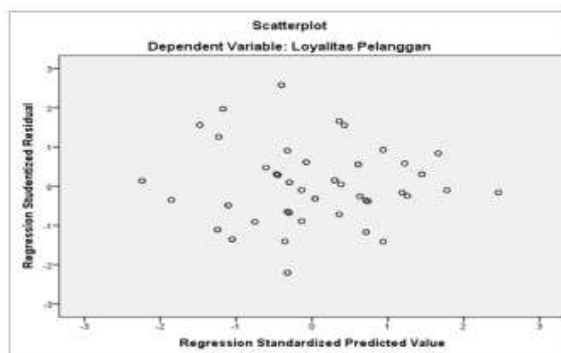
One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N	Normal	.67
	Mean	.007
Parameter	Std. Deviation	.66131234
	g ²	
Normal	absolute	.145
Extreme	Positive	.145
Difference	Negative	-.123
Z		1.087
Kolmogorov-Smirnov Z		1.087
Asymp. Sig. (2-tailed)		.120

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

The aforementioned output suggests that the data under investigation is regularly distributed, given that 0.120 is a significant number greater than 0.05.

b. Heteroscedasticity Test

The heteroscedasticity test is about finding out if the residuals or observations have an unequal variance compared to other observations. To determine if the regression model has heteroscedasticity, this investigation makes use of the probability plot picture.



c. Multicollinearity Test

The multicollinearity test may be used to determine if the independent variables were associated in the regression model. The VIF and Tolerance values in the data processing results are examined to determine whether multicollinearity symptoms are present or absent. The table that follows displays the data processing outcomes:

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.091	.931		.098	.922		
Employee Engagement (X1)	.315	.084	.449	3.740	.000	.112	8.965
Disiplin Kerja (X2)	.211	.076	.289	2.777	.007	.148	6.743
Motivasi Kerja (X3)	.259	.086	.248	3.016	.004	.237	4.215

a. Dependent Variable: Kinerja Karyawan (Y)

It is evident from the multicollinearity data above that there is no multicollinearity because the VIF is less than 10 and the tolerance value is more than 0.10.

d. Autocorrelation Test

The uncorrelated nature of the nuisance variables entering the regression population is a crucial premise of a linear regression model. Autocorrelation (serial correlation) will be an issue if this presumption is not true. The following table uses the Durbin Watson (dw) test to assess if autocorrelation is present or not.

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Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.948 ^a	.899	.894	.472	1.875
a. Predictors: (Constant), Motivasi Kerja (X3), Disiplin Kerja (X2), Employee Engagement (X1)					
b. Dependent Variable: Kinerja Karyawan (Y)					

The Durbin Watsn value, as determined by the autocorrelation test, was 1.875. These findings indicate that the data does not occur since the Durbin Watsn value is 1.875, which falls between 1.5 and 2.5. The autocorrelation.

3. Multiple Linear Regression

Determine the connection between the two variables (independent and dependent) by applying this formula:

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.091	.931		.098	.922
Employee Engagement (X1)	.315	.084	.449	3.740	.000
Disiplin Kerja (X2)	.211	.076	.289	2.777	.007
Motivasi Kerja (X3)	.259	.086	.248	3.016	.004
a. Dependent Variable: Kinerja Karyawan (Y)					

Here is the regression equation that was derived from the statistical tests:

$$Y = 0.091 + 0.315X1 + 0.211X2 + 0.259X3$$

The regression equation allows for the following interpretation:

1. The constant, which is 0.091, indicates that, if all variables outside the model stay constant, Luwes Gentan Park employees' performance is either positive or rises if the variables Employee Engagement, Work Discipline, and Work Motivation are absent or equal to zero.
2. Luwes Gentan Park employees' performance is positively impacted by the Employee Engagement variable, as indicated by the β_1 value of 0.315. The performance of Luwes Gentan Park staff will rise if employee engagement rises.
3. The work discipline variable positively affects Luwes Gentan Park employees' performance, according to the β_2 value of 0.251. in order for employees at Luwes Gentan Park to function better if work discipline is improved.
4. The employment motivation variable positively impacts the performance of Luwes Gentan Park personnel, as indicated by the β_3 value of 0.259. Therefore, if work motivation grows, performance at Luwes Gentan Park will also improve.

4. Hypothesis Testing

a. T Test

The purpose of the t test is to determine if the independent variable, when used independently, significantly affects the dependent variable:

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.091	.931		.098	.922
Employee Engagement (X1)	.315	.084	.449	3.740	.000
Disiplin Kerja (X2)	.211	.076	.289	2.777	.007
Motivasi Kerja (X3)	.259	.086	.248	3.016	.004
a. Dependent Variable: Kinerja Karyawan (Y)					

- a) A significant value of $0.000 < 0.05$ is found for the relationship between employee engagement and staff performance at Luwes Gentan Park; H_0 is rejected, indicating that the Employee Engagement variable significantly affects Luwes Gentan Park employees' performance (Hypothesis 1 is proven).
- b) Work discipline has an impact on the performance of Luwes Gentan Park workers, and H_0 is rejected when the significance value for this influence reaches $0.004 < 0.05$, indicating that the work discipline variable significantly affects Luwes Gentan Park employees' performance (Hypothesis 2 is confirmed).
- c) The correlation between employee performance and work motivation at Luwes Gentan Park is 0.007, as it is below than the 0.05 significance level, lending credence to Hypothesis 3, It denies the existence of a null hypothesis (H_0) and asserts that the work motivation variable has a significant impact on employee performance.

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b. F Test

F test results showing that $F = 186.402$ with a significance threshold of $0.000 < 0.05$. Therefore, it can be concluded that, when considered together (simultaneously), the elements of work motivation, work discipline, and employee engagement all have a major influence on Luwes Gentan Park employees' performance.

ANOVA ^a						
Model	Sum of Squares		df	Mean Square	F	Sig.
Model Summary						
Regi	Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
Resi	1	.948 ^a	.899	.894	.472	
Total	a. Predictors: (Constant), Motivasi Kerja (X3), Disiplin Kerja (X2), Employee Engagement (X1)					
a. Dependent variable: kinerja karyawan (Y)						
b. Predictors: (Constant), Motivasi Kerja (X3), Disiplin Kerja (X2), Employee Engagement (X1)						

c. Coefficient Determination Test

Work motivation, work discipline, and employee engagement explain 89.4 percent of the variance in employee performance at Luwes Gentan Park, with the remaining 10.6 percent coming from additional factors that are not shown, according to the adjusted R-squared value coefficient of determination test, which had a value of 0.894. For example, rewards, compensation, and corporate culture.

VI. CONCLUSIONS

The research findings allow for the following conclusions to be made:

1. The Effect of Employee Engagement on Performance

The aforementioned analysis's findings demonstrate that employee engagement significantly affects Luwes Gentan Park employees' performance; hence, if employee engagement is raised, Luwes Gentan Park employees' performance will rise. These outcomes are consistent with studies by Agnes and Roy (2017) and Yudi and Dkk (2017), which demonstrate that employee engagement significantly affects employee performance:

- In order for employees to perform effectively, leaders raise their pay
- Leaders enhance their subordinates' communication
- Leaders develop such that colleagues help one another do tasks.

2. Effect of Work Discipline on Performance

In light of the findings from the aforementioned studies, it stands to reason that a rise in work discipline might lead to an improvement in performance at Luwes Gentan Park. These outcomes are consistent with study by Dea et al. (2020) work discipline has a substantial effect on employee performance. However, research shows that workplace disciplinary actions have minimal effect on productivity, which runs counter to the findings of Arianto's (2013) study. To improve workplace discipline, try these strategies:

- In order to ensure that all employees receive the same justice, leaders enhance their attitude towards discipline.
- In order to produce the finest job possible, leaders instill discipline in all staff members.
- Leaders take a more severe stance towards workers who lack discipline.

3. Effect of Work Motivation on Performance

Employee performance in Luwes Gentan Park is heavily influenced by their level of work motivation, as shown in the previous analysis. As a result, raising morale in the workplace will boost productivity. Consistent with research findings, Char et al. (2020) discovered that intrinsic motivation at work greatly influences productivity. Research conducted by Luhur (2014) casts doubt on this claim, since it demonstrates that intrinsic drive at work does not significantly impact productivity. In order to motivate oneself more at work, one might do the following:

:

- Leaders provide every worker more chances to advance their knowledge and skills.
- By rewarding exceptional workers, leaders raise the productivity of Luwes Gentan Park Regency staff.
- Leaders provide every employee more chances for advancement.

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