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# THE EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT INFINIT TEKNIKA INDUSTRI

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**Abstract.** This study aims to test and analyze the Influence of Work Discipline and Work Motivation on Employee Performance at PT. Infinit Teknika Industri. The independent variables used are Work Discipline and Work Motivation, while the dependent variable is Employee Performance. The data collection method in this study was carried out by distributing questionnaires to 45 employees of PT. Infinit Teknika Industri. The research method used is quantitative which is associative using primary data. The results of this study indicate that Work Discipline has a positive and significant effect on Employee Performance with a calculated t value greater than t table 2.242> 1.681 and a significant value of 0.03 <0.05, Work Motivation has a positive and significant effect on Employee Performance with a calculated t value greater than t table 5.579> 1.681 and a significant value of 0.00 <0.05. Simultaneous testing of Work Discipline and Work Motivation has a positive and significant effect on Employee Performance with a calculated F value greater than the F table (36.982 > 3.220) and a significant value of 0.00 < 0.05.

**Keywords:** Work Discipline; Work Motivation; Employee Performance

## I. INTRODUCTION

Human resources (HR) play a very important role in the development of organizations, both companies and institutions. According to Adha et al. (2019), quality HR can accelerate the development of a company, while unqualified HR will hinder the progress of the company. HR plays an active and dominant role in a company, because even though the company has sophisticated equipment, performance and final results still depend on employee capabilities. This is in line with Patra's opinion (2020), which states that changes in the company will be hampered without the active role of employees.

At PT INFINIT TEKNIKA INDUSTRI, the problems that arise are related to time discipline, employee absence, and work results that are not in accordance with targets, including in the process of packaging goods and installing electrical and mechanical installations. This company has disciplinary regulations that include a ban on bringing cellphones, 8-hour working hours a day, with working hours from 07.30-16.30 WIB, and a 1-hour break (Monday-Friday). Employees who are not motivated or dissatisfied with their work will ignore their duties, which affects the company's performance.

Mangkunegara in Adha et al. (2019) stated that employee performance includes the quality and quantity of work results achieved in accordance with the tasks assigned. Good performance makes it easier to achieve organizational goals, while poor performance will make it difficult to achieve these goals.

In addition to performance issues, another phenomenon that influences is the lack of organizational culture that creates comfort for employees, as well as self-confidence in overcoming problems that arise in the work. This has a direct impact on the level of employee performance. Performance assessments at PT. Infinit Teknika Industri show fluctuations in employee performance, which are reflected in increases and decreases in performance in certain periods.

**Table 1. Recapitulation of Employee Performance Assessments at PT. Infinit Teknika Industri for the 2022-2024 Period**

| No | Job Assessment | Year | | |
|---|---|---|---|---|
| | | 2022 | 2023 | 2024 |
| 1 | Completing tasks effectively | 80,4 | 82,2 | 82,6 |
| 2 | Performing tasks according to targets and Standard Operating Procedures (SOP) | 76,9 | 81,4 | 79,8 |
| 3 | Completing tasks well and on time | 79,1 | 80,1 | 80,7 |
| 4 | Cooperation between employees | 77,5 | 81,5 | 79,3 |
| 5 | Completing tasks according to company goals | 77,3 | 80,2 | 79,7 |
| 6 | Completing tasks according to job description | 79,4 | 80,7 | 81,5 |

Source: Personnel PT. Infinit Teknika Industri, (2024)

Based on existing data, employee performance assessments at PT Infinit Teknika Industri show fluctuations, with a significant increase in 2023 but a decrease in 2024. This

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decrease is related to several aspects such as the inability to meet targets, less than optimal cooperation between employees, and completion of tasks that are not in accordance with company goals. Factors causing this decline include lack of work discipline, low job understanding, and lack of motivation from senior employees in guiding new colleagues.

Previous studies, such as Hendra (2020), Novziransyah (2017), Prasetyo & Marlina (2019), Suwanto (2019), and Ardhani & Langgeng (2019), stated that factors such as organizational culture, training, work discipline, and work motivation greatly affect employee performance. Good work discipline reflects responsibility for tasks, and is very important to increase work effectiveness. Clear and well-enforced regulations will support work enthusiasm and maximum results. Work motivation, according to Belti & Osnardi (2020), is a force that drives workers to act in accordance with organizational goals.

Discipline and work motivation are also closely related to employee performance, where high motivation tends to produce good discipline. Conversely, if morale and work enthusiasm are low, employees tend to adapt to bad habits, which can hinder performance (Moekijat, Agustina, 2019). Increasing motivation can improve performance through dimensions such as job satisfaction, organizational culture, and leadership patterns, which ultimately contribute to optimal work results.

PT Infinit Teknika Industri, which is engaged in the electrical and mechanical fields, needs to pay attention to discipline and work motivation to improve the performance of its employees. Currently, problems such as late delivery of goods and installation of installations can be overcome by increasing discipline and motivation, so that the process of packing and shipping goods and installation of installations can be carried out on time and according to procedures.

Based on the background and problems described above, the specific objectives of this study are: (1) To determine the effect of work discipline on employee performance at PT Infinit Teknika Industri. (2) To determine work motivation on employee performance at PT Infinit Teknika Industri. (3) To determine the influence of work discipline and work motivation on employee performance at PT Infinit Teknika Industri.

*FRAMEWORK OF THINKING*

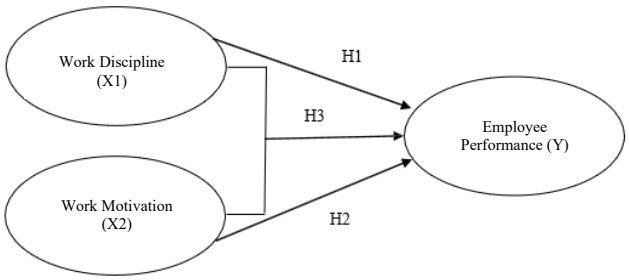


**Figure 1. Research Framework**

**RESEARCH HYPOTHESIS**

1. $H0^1$: P = 0: It is suspected that there is no positive and significant influence of partial work discipline on employee performance at PT Infinit Teknika Industri

$Ha^1$: P ≠ 0: It is suspected that there is a positive and significant influence of partial work discipline on employee performance at PT Infinit Teknika Industri

2. $H0^2$: P = 0: It is suspected that there is no positive and significant influence of partial work motivation on employee performance at PT Infinit Teknika Industri

$Ha^2$: P ≠ 0: It is suspected that there is a positive and significant influence of partial work motivation on employee performance at PT Infinit Teknika Industri

3. $H0^3$: P = 0: It is suspected that there is no positive and significant influence of partial and simultaneous between work discipline and work motivation on employee performance at PT Infinit Teknika Industri

$Ha^3$: P ≠ 0: It is suspected that there is a positive and significant influence of partial and simultaneous between work discipline and work motivation on employee performance at PT Infinit Teknika Industri

## II. RESEARCH METHOD

Research design is a plan to guide the research process, with research methods according to Sugiyono (2019) as a scientific way to obtain data for a specific purpose. The types of research are divided into descriptive, comparative, and associative (Sugiyono, 2017). This study uses an associative approach with quantitative methods to test the relationship between work discipline, work motivation, and employee performance.

Data sources are divided into primary data obtained directly from the research object and secondary data from documents or other sources (Sugiyono, 2019). This research was conducted at PT Infinit Teknika Industri from August to October 2024. The research sample was taken using a saturated sampling technique, involving the entire employee population (Sugiyono, 2019).

Data collection was carried out through three main methods: interviews, questionnaires, and observations (Sugiyono, 2019). The questionnaire used a Likert scale to measure the variables studied. Data analysis was carried out using the SPSS program to test the associative hypothesis and the relationship between work discipline variables (X1), work motivation (X2), and employee performance (Y).

Data instrument testing was carried out to ensure the validity and reliability of the questionnaire, with the validity test measuring whether or not the questionnaire questions were valid (Ghozali, 2018). The reliability test measures the consistency of the measurement results using the Cronbach Alpha method (Sugiyono, 2020). Classical assumption tests such as normality, multicollinearity, heteroscedasticity, and autocorrelation were carried out to ensure the accuracy of the regression model (Ghozali, 2017, 2018).

Simple regression analysis is used to measure the linear relationship between one independent variable (X) and one dependent variable (Y), while multiple regression is used to predict the results of the dependent variable based on several independent variables (Sugiyono, 2020). The coefficient of determination ($R^2$) measures how much the model can explain the variation in the dependent variable. Pearson correlation test is used to measure the strength of the relationship between

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variables (Ghozali, 2018), while t and F tests are used to test the effect of each variable on the dependent variable. If the significance value is less than 0.05, the hypothesis is accepted (Sugiyono, 2020).

## III. RESULT AND DISCUSSION

*Data Collection Results*

1. Respondent Overview

Employee characteristics based on gender PT. Infinit Teknika Industri (INFITEK), based on gender, consisting of 29 men (64.4%) and 15 women (35.6%).

Employee composition based on age, consisting of 10 people aged <20 years (22.2%), 21-30 years 20 people (44.4%), 31-40 years 10 people (22.2%) and >40 years 5 people (11.1%).

Employee composition based on length of service, consisting of 19 people aged <1 year (42.2%) and >1 year 26 people (57.8%).

Employee composition based on education, consisting of 13 high school/vocational high school education (28.9%), 10 Diploma 3 people (22.2%) and 22 Bachelor/Strata 1 people (48.9%).

*Data Analysis Results*

*Data Instrument Test*

*Validity Test*

The questionnaire is considered valid if the questions in it are able to accurately describe what the questionnaire wants to reveal or measure. If r count ⩾ r table (2-sided test with sig. 0.05) then the instrument or statement items are significantly correlated with the total score (declared valid). The number of data (n) = 45, DF = 45 - 2, then obtained is 43 amounting to 0.2940.

**Table 2. Validity Test of Employee Performance Instrument (Y)**

| No | R Table | R count | Significance | Decision |
|---|---|---|---|---|
| 1 | 0,2940 | 0,519 | 0,000 | Valid |
| 2 | 0,2940 | 0,793 | 0,000 | Valid |
| 3 | 0,2940 | 0,733 | 0,000 | Valid |
| 4 | 0,2940 | 0,792 | 0,000 | Valid |
| 5 | 0,2940 | 0,779 | 0,000 | Valid |
| 6 | 0,2940 | 0,767 | 0,000 | Valid |
| 7 | 0,2940 | 0,845 | 0,000 | Valid |
| 8 | 0,2940 | 0,701 | 0,000 | Valid |
| 9 | 0,2940 | 0,699 | 0,000 | Valid |
| 10 | 0,2940 | 0,669 | 0,000 | Valid |
| 11 | 0,2940 | 0,519 | 0,000 | Valid |
| 12 | 0,2940 | 0,793 | 0,000 | Valid |
| 13 | 0,2940 | 0,733 | 0,000 | Valid |
| 14 | 0,2940 | 0,792 | 0,000 | Valid |
| 15 | 0,2940 | 0,779 | 0,000 | Valid |
| 16 | 0,2940 | 0,767 | 0,000 | Valid |
| 17 | 0,2940 | 0,845 | 0,000 | Valid |
| 18 | 0,2940 | 0,701 | 0,000 | Valid |
| 19 | 0,2940 | 0,699 | 0,000 | Valid |
| 20 | 0,2940 | 0,669 | 0,000 | Valid |

Source: Data processed by the author, 2025

Based on Table 2 above, it can be seen that the employee performance variable questionnaire (Y) consists of 20 question items and all items have a significance below 0.05 or it can be said that the Rcount value is greater than Rtable, so that all items are declared valid.

**Table 3. Validity Test of Work Discipline Instrument ($X_1$)**

| No | R Table | R Count | Significance | Decision |
|---|---|---|---|---|
| 1 | 0,2940 | 0,363 | 0,000 | Valid |
| 2 | 0,2940 | 0,713 | 0,000 | Valid |
| 3 | 0,2940 | 0,712 | 0,000 | Valid |
| 4 | 0,2940 | 0,729 | 0,000 | Valid |
| 5 | 0,2940 | 0,687 | 0,000 | Valid |
| 6 | 0,2940 | 0,690 | 0,000 | Valid |
| 7 | 0,2940 | 0,650 | 0,000 | Valid |
| 8 | 0,2940 | 0,752 | 0,000 | Valid |
| 9 | 0,2940 | 0,659 | 0,000 | Valid |
| 10 | 0,2940 | 0,746 | 0,000 | Valid |
| 11 | 0,2940 | 0,363 | 0,000 | Valid |
| 12 | 0,2940 | 0,713 | 0,000 | Valid |
| 13 | 0,2940 | 0,712 | 0,000 | Valid |
| 14 | 0,2940 | 0,729 | 0,000 | Valid |
| 15 | 0,2940 | 0,687 | 0,000 | Valid |
| 16 | 0,2940 | 0,690 | 0,000 | Valid |
| 17 | 0,2940 | 0,650 | 0,000 | Valid |
| 18 | 0,2940 | 0,752 | 0,000 | Valid |
| 19 | 0,2940 | 0,659 | 0,000 | Valid |
| 20 | 0,2940 | 0,746 | 0,000 | Valid |

Based on Table 3 above, it can be seen that the Work Discipline variable questionnaire (X1) consists of 20 question items and all items have a significance below 0.05 or it can be said that the Rcount value is greater than Rtable, so that all items are declared valid.

**Table 4. Validity Test of Work Motivation Instrument ($X_2$)**

| No | R Table | R count | Significance | Decision |
|---|---|---|---|---|
| 1 | 0,2940 | 0,553 | 0,000 | Valid |
| 2 | 0,2940 | 0,455 | 0,000 | Valid |
| 3 | 0,2940 | 0,588 | 0,000 | Valid |
| 4 | 0,2940 | 0,545 | 0,000 | Valid |
| 5 | 0,2940 | 0,581 | 0,000 | Valid |
| 6 | 0,2940 | 0,645 | 0,000 | Valid |
| 7 | 0,2940 | 0,729 | 0,000 | Valid |
| 8 | 0,2940 | 0,690 | 0,000 | Valid |
| 9 | 0,2940 | 0,832 | 0,000 | Valid |
| 10 | 0,2940 | 0,689 | 0,000 | Valid |
| 11 | 0,2940 | 0,583 | 0,000 | Valid |
| 12 | 0,2940 | 0,683 | 0,000 | Valid |
| 13 | 0,2940 | 0,553 | 0,000 | Valid |
| 14 | 0,2940 | 0,455 | 0,000 | Valid |
| 15 | 0,2940 | 0,588 | 0,000 | Valid |
| 16 | 0,2940 | 0,545 | 0,000 | Valid |
| 17 | 0,2940 | 0,581 | 0,000 | Valid |
| 18 | 0,2940 | 0,645 | 0,000 | Valid |
| 19 | 0,2940 | 0,729 | 0,000 | Valid |
| 20 | 0,2940 | 0,690 | 0,000 | Valid |
| 21 | 0,2940 | 0,832 | 0,000 | Valid |
| 22 | 0,2940 | 0,689 | 0,000 | Valid |
| 23 | 0,2940 | 0,583 | 0,000 | Valid |
| 24 | 0,2940 | 0,683 | 0,000 | Valid |

Source: Data processed by the author, 2025

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Based on Table 3 above, it can be seen that the Work Motivation variable questionnaire (X2) consists of 24 question items and all items have a significance below 0.05 or it can be said that the Rcount value is greater than Rtable, so that all items are declared valid.

1) Reliability Test

**Table 5. Reliability Test Results**

| Variables | Cronnbach's Alpha | Limitation | Description |
|---|---|---|---|
| Work Performance | 0,952 | 0,600 | Very Reliable |
| Work Discipline | 0,929 | 0,600 | Very Reliable |
| Work Motivation | 0,930 | 0,600 | Very Reliable |

Source: Data processed by the author, 2025

Based on the results of table 5 above, it can be concluded that all variables have a Cronbach's alpha> 0.60. Thus, the variables of work performance, work discipline and work motivation can be said to be very reliable so that they can be used as measuring tools for further research.

*Classical Assumption Test*

*1) Normality Test*

**Table 6. Kolmogorov-Smirnov Test Results**

| One-Sample Kolmogorov-Smirnov Test | | |
|---|---|---|
| | | Unstandardized Residual |
| N | | 45 |
| Normal Parameters[a,b] | Mean | .0000000 |
| | Std. Deviation | 6.42879901 |
| Most Extreme Differences | Absolute | .083 |
| | Positive | .064 |
| | Negative | -.083 |
| Test Statistic | | .083 |
| Asymp. Sig. (2-tailed) | | .200[c,d] |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Source: Data processed by the author, 2025

Based on Table 6, it can be seen that the residual value of Asymp.Sig (2-tailed) is 0.200. Because the significance is more than 0.05, it can be concluded that the residual data is normally distributed.

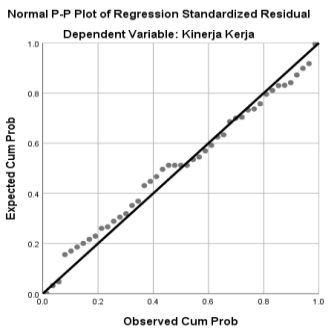


**Figure 2. Multi Normality P-Plot Test**
Source: Data processed by the author, 2025

From Figure 2, the results show that the data in this study are normally distributed, where the data is spread around the diagonal line and follows the direction of the diagonal line, so it can be concluded that the data comes from a normally distributed population.

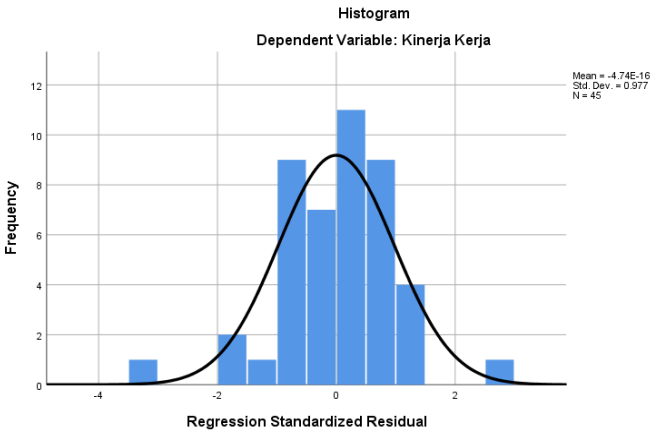


**Figure 3. Histogram Test Result Graph**
Source: Data processed by the author, 2025

Based on Figure 3, the results of the histogram graph test show that the data studied provides an inverted bell pattern so that it is concluded that the data is normally distributed and meets the assumptions of the normality test.

2) Multicollinearity Test

**Table 6. Multicollinearity Test Results**

| Coefficients[a] | | | |
|---|---|---|---|
| Model | | Collinearity Statistics | |
| | | Tolerance | VIF |
| 1 | Work Discipline | .680 | 1.470 |
| | Work Motivation | .680 | 1.470 |
| a. Dependent Variable: Work Performance | | | |

Source: Data processed by the author, 2025

Based on the results of Table 6, that in the work discipline and work motivation variables, each variable has a tolerance value of 0.680 which is greater than 0.10 and the VIF value of 1.470 is less than 10. So from these results it can be seen that the work discipline and work motivation variables do not show symptoms of multicollinearity and the regression model is said to be feasible and can be used for the regression equation.

3) Heteroscedasticity Test

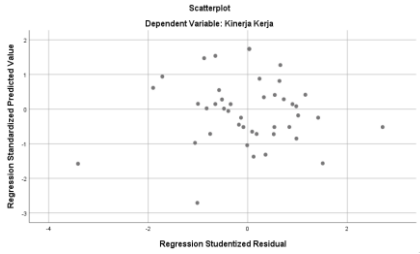


**Figure 4. Heteroscedasticity Test Result Graph**
Source: Data processed by the author, 2025

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Based on the results of Figure 4, the points on the scatter plot graph do not have a clear distribution pattern or do not form certain patterns. Thus, it is concluded that there is no heteroscedasticity disturbance in the regression model so that this regression model is suitable for use.

4) Autocorrelation Test

**Table 7. Guidelines for Autocorrelation Test Using Durbin-Watson (DW test)**

| Criteria | Description |
|---|---|
| < 1,000 | There is Autocorrelation |
| 1,100 – 1,550 | No Conclusion |
| 1,550 – 2,460 | No Autocorrelation |
| 2,460 – 2,900 | No Conclusion |
| > 2,900 | There is Autocorrelation |

Source: Sugiyono (2019:250)

The output results of autocorrelation using SPSS are as follows:

**Table 8. Autocorrelation Test Results**

| Model Summary[b] | | | | | |
|---|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .799[a] | .638 | .621 | 6.580 | 2.478 |

a. Predictors: (Constant), Work Motivation, Work Discipline
b. Dependent Variable: Work Performnce

Source: Data processed by the author, 2025

Based on Table 8 above, it can be seen that the Durbin-Watson value is 2.478, so it can be concluded that the Durbin-Watson value is without a conclusion.

*Data Analysis Results*

**Table 9. Results of Simple Linear Regression Analysis of X1 against Y**

| Coefficients[a] | | | | | |
|---|---|---|---|---|---|
| | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | B | Std. Error | Beta | t | Sig. |
| (Constant) | 23.776 | 12.260 | | 1.939 | .059 |
| Work Discipline | .690 | .137 | .608 | 5.019 | .000 |

a. Dependent Variable: Work Performance

Source: Data processed by the author, 2025

Based on Table 9, the calculation results can be obtained as follows:

Y = 23.776 + 0.690

Description:

X1 = Work Discipline

Y = Employee Performance

If the value of X1 = 0, Y = 22.776 will be obtained

This means that the value (a) or constant of 22.776 indicates that at this time the work discipline ($X_1$) has a value of zero or has not increased, then employee performance (Y) will remain at 22.776. The regression coefficient value (b) of 0.690 (positive) indicates a unidirectional effect, meaning that every increase in work discipline by one unit will increase performance by 0.690.

**Table 10. Results of Simple Linear Regression Analysis of $X_2$ against Y**

| Coefficients[a] | | | | | |
|---|---|---|---|---|---|
| | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | B | Std. Error | Beta | t | Sig. |
| 1 (Constant) | 16.243 | 8.718 | | 1.863 | .069 |
| Work Motivation | .691 | .087 | .771 | 7.939 | .000 |

a. Dependent Variable: Work Performance

Source: Data processed by the author, 2025

Based on Table 10 The calculation results can be obtained a simple linear regression equation as follows:

Y = 16.243 + 0.691

Description:

X2 = Work Motivation

Y = Employee Performance

If the value of X2 = 0, Y = 16.243 will be obtained

This means that the value (a) or constant of 16.243, this value indicates that when work motivation ($X_2$) is zero or does not increase, employee performance (Y) will remain at 16.243.

The regression coefficient value (b) is 0.691 (positive), which indicates a unidirectional influence, meaning that every increase in work motivation by one unit will increase performance by 0.691.

1) Multiple Linear Regression Analysis

**Table 11. Results of Multiple Linear Regression Analysis**

| Coefficients[a] | | | | | | |
|---|---|---|---|---|---|---|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 3.552 | 10.076 | | .352 | .726 |
| | Work Discipline | .287 | .128 | .252 | 2.242 | .030 |
| | Work Motivation | .563 | .101 | .628 | 5.579 | .000 |

a. Dependent Variable: Work Performance

Source: Data processed by the author, 2025

Based on Table 11 in the unstandard coefficients column, the following function can be created:

$Y = a + b_1X_1 + b_2X_2$

$Y = 3.552 + 0.287\ X_1 + 0.563\ X_2$

Explanation:

a) Constant a = 3.552 can be concluded that if the variables Work Discipline ($X_1$) and Work Motivation ($X_2$) have positive values indicating a positive influence of the independent variable increasing or having an effect in one unit, then the perception variable will increase or be fulfilled.

b) Coefficient ($b_1$) = 0.287 can be concluded that, if the variable Work Discipline ($X_1$) increases by one unit, the Employee Performance value (Y) will increase by 0.287 units.

c) Coefficient ($b_2$) = 0.563 it can be concluded that if the Work Motivation variable ($X_2$) increases by one unit then Employee Performance (Y) will increase by 0.563.

2) Correlation Coefficient Analysis

**Table 12. Correlation Coefficient Test Results**

| Model Summary[b] | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .799[a] | .638 | .621 | 6.580 |
| a. Predictors: (Constant), Work Motivation, Work Discipline | | | | |
| b. Dependent Variable: Work Motivation | | | | |

Source: Data processed by the author, 2025

Based on Table 12, the results of the correlation coefficient test obtained were an R value of 0.799. In accordance with the provisions of the coefficient interval. The results of the study showed that the correlation coefficient was at the level of 0.600-0.799, so the level of correlation between variables was strong.

*3) Determination Coefficient*

a) Determination Coefficient ($R^2$) of Work Discipline ($X_1$) on Employee Performance (Y)

**Table 12. Results of the Determination Coefficient Test ($R^2$) $X_1$ on Y**

| Model Summary[b] | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .608[a] | .369 | .355 | 8.581 |
| a. Predictors: (Constant), Work Discipline | | | | |
| b. Dependent Variable: Work Perfomance | | | | |

Source: Data processed by the author, 2025

Based on Table 12, the R value is 0.608 and the coefficient of determination (R Square) is 0.369, which means that the work discipline variable ($X_1$) contributes 36.9% to employee performance (Y), while 63.1 is influenced by other factors not examined in this study.

b) Coefficient of Determination ($R^{2)}$ of Work Motivation ($X_2$) on Employee Performance (Y)

**Table 13. Results of the Test of the Coefficient of Determination ($R^2$) $X_2$ on Y**

| Model Summary[b] | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .771[a] | .594 | .585 | 6.881 |
| a. Predictors: (Constant), Work Motivation | | | | |
| b. Dependent Variable: Work Performance | | | | |

Source: Data processed by the author, 2025

Based on Table 13, the R value is 0.771 and the coefficient of determination (R Square) is 0.594, which means that the work motivation variable ($X_2$) contributes to employee performance (Y) by 59.4% while 40.6% is influenced by other factors not examined in this study.

c) Determination Coefficient ($R^2$) of Work Discipline ($X_1$) and Work Motivation ($X_2$) on Employee Performance (Y)

**Table 14. Results of the Test of the Determination Coefficient ($R^2$) $X_1$ and $X_2$ on Y**

| Model Summary[b] | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .799[a] | .638 | .621 | 6.580 |
| a. Predictors: (Constant), Work Motivation, Work Discipline | | | | |
| b. Dependent Variable: Work Motivation | | | | |

Source: Data processed by the author, 2025

Based on Table 14, the determination coefficient value (R Square) is 0.638, which means that the work discipline ($X_1$) and work motivation ($X_2$) variables contribute to employee performance (Y) by 63.8%, while 36.2% is influenced by other factors not examined in this study.

*a. Hypothesis Testing*

1) Partial Test (t-Test)

**Table 15. Partial Test Results (t-Test)**

| Coefficients[a] | | | | | | |
|---|---|---|---|---|---|---|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 3.552 | 10.076 | | .352 | .726 |
| | Work Discipline | .287 | .128 | .252 | 2.242 | .030 |
| | Work Motivation | .563 | .101 | .628 | 5.579 | .000 |
| a. Dependent Variable: Work Performance | | | | | | |

Source: Data processed by the author, 2025

Based on Table 15, it shows that the results of the t-count values of each influence between the variables Work Discipline ($X_1$) on Employee Performance (Y) and Work Motivation ($X_2$) on Employee Performance (Y) are:

a) The work discipline variable ($X_1$) has a t-count value of 2.242 and a significance value of 0.03. Because the t-count value (2.242> 1.681) and the significance value (0.03 <0.05), it can be concluded that work discipline partially has a significant effect on employee performance.

b) The work motivation variable ($X_2$) has a t-count value of 5.579 and a significance value of 0.00. Because the t-count value (5.579> 1.681) and the significance value (0.00 <0.05), it can be concluded that work motivation partially has a significant effect on employee performance.

2) Simultaneous Test (F Test)

**Table 16. Simultaneous Test Results (F Test)**

| ANOVA[a] | | | | | | |
|---|---|---|---|---|---|---|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 3202.482 | 2 | 1601.241 | 36.982 | .000[b] |
| | Residual | 1818.496 | 42 | 43.298 | | |
| | Total | 5020.978 | 44 | | | |
| a. Dependent Variable: Work Performance | | | | | | |
| b. Predictors: (Constant), Work Motivation, Work Discipline | | | | | | |

Source: Data processed by the author, 2025

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Based on the results of Table 16, it can be seen that there is an Fcount value of 36.982 and a significance value of 0.000. Because Fcount is greater than Ftable (36.982> 3.220) and the significance value is smaller than 0.05 (0.00 <0.05) so it can be concluded that the independent variables, namely work discipline ($X_1$) and work motivation ($X_2$) together (simultaneously) have a positive and significant effect on employee performance variables (Y).

*The Effect of Work Discipline on Employee Performance*

The results of the multiple linear regression test show that work discipline has a positive and significant effect on employee performance at PT. Infinit Teknika Industri, with a t count value (2.242) greater than t table (1.681) and a significance value (0.03) less than 0.05. This study has succeeded in proving that work discipline improves the quality and quantity of employee work. Previous studies by Ery Teguh & Puspa Marlina (2019) and Suwanto (2019) also showed that work discipline has a significant effect on employee performance.

*The Effect of Work Motivation on Employee Performance*

The multiple linear regression test shows that work motivation has a positive and significant effect on employee performance at PT. Infinit Teknika Industri, with a calculated t value (5.579) greater than the t table (1.681) and a significance value (0.00) less than 0.05. Motivated employees tend to work more efficiently and with better quality, which contributes to achieving organizational goals. Research by Jayanti Ardhani & Langgeng Ratnasari (2019) and Hendra (2020) supports this finding, which shows that work motivation has a significant effect on employee performance.

*The Influence of Work Discipline and Work Motivation on Employee Performance*

The results of the F test show that work discipline and work motivation simultaneously have a positive and significant effect on employee performance, with the calculated F value (36.982) greater than the F table (3.220) and significance (0.00) less than 0.05. The coefficient of determination ($R^2$) of 63.8% indicates that these two factors affect employee performance, while the rest is influenced by other factors such as work stress, leadership style, and job satisfaction. Research by Suwanto (2019) and Desy Puspita (2020) also found that work discipline and work motivation have a significant effect on employee performance.

## IV. CONCLUSIONS

Based on the results and discussion of the research obtained from PT. Infinit Teknika Industri which uses variables of work discipline and work motivation on employee performance, the following conclusions can be drawn from the research. Work Discipline (X1) has a positive and significant effect on Employee Performance (Y) at PT. Infinit Teknika Industri. Work Motivation (X2) has a positive and significant effect on Employee Performance (Y) at PT. Infinit Teknika Industri. Work Discipline (X1) and Work Motivation (X2) simultaneously have a positive and significant effect on Employee Performance (Y) at PT. Infinit Teknika Industri.

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