

The Influence of Work Motivation and Discipline on Employee Performance: The Case of Central Statistics Agency of Karawang Regency

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Abstract

The purpose of this study was to investigate the influence of work motivation and discipline on the performance of employees at the Central Statistics Agency of Karawang Regency. This study is quantitative and uses a causality method by conducting a survey among all 36 employees of the Central Statistics Agency of Karawang Regency indicating a non-probability sampling technique. Primary data obtained through the distribution of questionnaires were then analyzed using multiple regression, correlation, coefficient of determination, and hypothesis testing. Both work motivation and discipline were found to have a significant influence on employees' performance. In other words, the higher the level of motivation and discipline of employees, the better their performance. The employees involved in the study were limited, so the results may not be generalizable to the entire population. The focus on work motivation and discipline may ignore other variables that are also significant in influencing employees' performance, such as the work environment, leadership, or employee's welfare. It is proposed to develop continuously performance appraisal system to monitor and measure the impact of motivation and work discipline policies and programs, and for the similar study to be conducted in other government agencies to compare the results to understand the differences and similarities in the effects of motivation and discipline on employee performance. This study can provide guidance to BPS management on how internal policies can be modified to improve work motivation and discipline, which in turn improves performance.

1. Introduction

Awareness of environmental issues has increased significantly in recent decades. Climate change, pollution, Human Resource Management (HRM) in institution government play role crucial in ensure effectiveness, efficiency and success operational as well as achievement of the strategic objective of an organization. Effective

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HRM ensures that employees are placed accordingly with their skills and competencies.

Good HRM ensures that employees have the necessary skills to provides excellent service quality to public. Employee performance on the other hand is the extent to which an employee or group employee reach or surpass hope and standard which set when carry out their duties and responsibilities. Employee performance is also a result work, both in terms of quantity and quality achieved by an employee in carrying out his duties the tasks given to him arebased on skill, seriousness and time. Employee performance is the result of the behavior of organizational members which includes positive behavioral changes (Ardhana, 2023). The performance of an organization will increase if there is cooperation and relationships good relationship between leaders and employees, therefore employees should be treated as work partners and not just workers. Employee performance is the main indicator of effectiveness individual or team in achieving objective organization. In a government institution, employees’ performance is very important because they have a direct impact on the quality of public services and achievements of the institution’s strategic goals.

The Karawang Regency Central Statistics Agency is an institution that has duties in the field of statistics in accordance with law to provide data, both for the government and community in order to support national development. Survey results regarding the annual index of employee performance in BPS Central Statistics Agency (CSA) of Karawang Regency is presented as follows.

Table 1 Index Performance Employee of CSA of Karawang Regency (Central Statistics Agency (CSA) of Karawang Regency, 2024)

Year	Index Performance (%)
2019	87.55
2020	88.78
2021	91.47
2022	87.47
2023	86.78

Central Statistics Agency (CSA) of Karawang Regency important role in providing accurate and relevant statistical data to support various national development policies in inevitable. Data regarding the CSA of Karawang Regency’s Employee Performance Index from 2019 to 2023 shows fluctuations in performance, with declines occurring in 2022 and 2023 after reaching its peak in 2021. Although declining, it is still within an accepted standard. However, it is also is an important signal for the Central Statistics Agency (CSA) of Karawang Regency to do evaluation more carry on.

Gradual decreases in performance evaluation, even if it still within the standard limits, requires in-depth evaluation prevent more serious impacts in the future. With a focus on increasing motivation and work discipline, CSA of Karawang Regency can strengthen employee performance and achieve organizational goals h more effectively. Steps in evaluating the outcomes and strategy to be taken to make an improvement can help identify the main problem and the best solution to be implemented. This is to ensures that CSA continues to operate with high level of efficiency and effectiveness by emphasizing on important aspects of delivering the best services while also focusing on factors influencing the delivery of best services including employee’s motivation and discipline.

Among the factors that influence employee performance are work motivation and work discipline (Razak, et al , 2018). Work motivation is an internal and external factor that drives individuals to act and try to achieve goals in the work context. This includes desires to work hard, to achieve satisfactory results, and to achieve own career and organizational goals. Work motivation is an important key to understanding how and why employees behave in the work environment, and how it can be influenced to achieve better performance. Motivation is one of the key factors that can significantly improve employee performance in organization. When employee motivated, employee tend to be more enthusiastic, productive and committed to work (Mochammad, 2020). Work motivation is also an encouragement or stimulation for each employee to work well in carrying out their duties. Through work motivation, employees will be capable of performing their duties and responsibilities more effectively by providing their maximum efforts so that the organizational’s target and goal can be successfully achieved (Abdilah *et al.*, 2022). With strong motivation, employees will be very enthusiastic to work resulting in significant development and growth within the organization. The outcomes of the survey on employee performance’s evaluation at CSA Karawang Regency previously presented showed an unfavorable condition where there are some employees were found to not feel motivated in work so that the achievement of the overall employee performance index is less likely stable.

Employee performance is also influenced by work discipline which is skills and attitudes that reflect an

employee's ability to comply with rules, procedures and organizational standards consistently. This includes awareness of and compliance with time, responsibility, and order in carrying out daily tasks. Work discipline play an important role in reaching high level of efficiency, effectiveness, and quality in an organization. Work discipline also plays an important role in improving every employee's performance. Employee with excellent work discipline were found tend to be more efficient, effective, and consistent in executing their tasks. operate activity work. Work discipline not only about following rules and regulations, but also about understanding of responsibility, commitment and demonstrated professionalism in their daily work (Airulmukminin, 2020). Disciplinary violations can create tension between colleague at work, especially if they must bear burden of additional work or handle consequence from action caused by lower level of discipline among employees. Employee with lower level of discipline can hinder overall team productivity. This in turn can influence the achievement of team's objective and the quality of the final outcomes. Disciplinary violations can also damage the company's reputation in the eyes of employee, customers, and stakeholders (Klaudia *et al.*, 2021).

Work discipline problems at CSA of Karawang Regency show that conditions are not yet complete because here is still a number of employees that was found to being late to the office, did not come to the office without any notice and finishing work way before the allocated finish time. The following Table 2 presents the number of disciplinary cases recorded at CSA of Karawang Regency for 2023.

Table 2 Data Violation Discipline Employee (Processing Data of CSA Karawang Regency, 2024)

No	Information	2023
1	Punishment discipline level light	3
2	Punishment discipline level currently	1
3	Punishment discipline level heavy	0

In 2023, CSA of Karawang Regency recorded four (4) disciplinary cases involving the final punishments of three (3) discipline level light and one (1) case of medium level disciplinary punishment, while there were no cases of high-level disciplinary punishment heavy. This data shows that although there are some disciplinary violations, they remain low and can be overcome without major impact to the organization. However, actions and mitigation strategy is still required to prevent increase in discipline violations in the future.

Based on previous study by Yani Restianind Adnan (2022), work motivation was found to have no positive and significant influence to the performance of employees. Another study by Yoga, Yulianto, Indriyani, Setiadi, & Khojin (2019), found that work discipline has a positive influence toward employee performance. Furthermore, according to a study by Anita Paulina Tinambunan *et al.*, (2020) which found that that both work motivation and discipline have a positive and significant influence on employee performance.

Work motivation and discipline are two significant and important components that proven to have an effect on employee performance in every organization. These two components are interrelated to create a synergy of productive and efficient work environment. Based on previous studies and discussions, the objectives of this study are presented as follows.

1. To investigate the level of work performance among employees at Central Statistics Agency of Karawang Regency.
2. To identify the influence of work motivation and discipline on the level of employee performance at Central Statistics Agency of Karawang Regency.

2. Literatur review

2.1 Human Resource Management (HRM)

Managing human resources is a strategic approach to managing people (employees) in an organization. The main focus is on human capital management and development of people to achieve the organization's strategic goals. HRM it's not just about administration personnel but also about strategy to optimize human capital contribution to the success of an organization. This involves a deep understanding of motivation, needs, and development of each individual, and how this can be linked to the company's goals and values overall (Alista, 2024).

Organizational Behavior Theory (Organizational Behaviour Theory) is part of HRM which based on motivation and employee satisfaction. Relevant theories include Theory of Hierarchy Need by Abraham Maslow,

Theory X and Y by McGregor, and Theory on Work Life Balance. These theories show how factors like confession, achievement, and work condition can increase employee motivation and performance. Its application in HRM helps practitioners to understand how employee behavior can influence their performance and the culture of an organization (Elliana, 2019).

Leadership theory is also related. The Transactional and Transformational Leadership Theories for example, provides insight about how leadership style can influence employee motivation, performance and development in the context of HRM. Another relevant theory, Theory of Career Development (Career) on the other hand focusing on understanding how career development and talent management relate to the HRM strategy particularly on retaining high performing employees and build organizational capacity. Finally, Theory of Organizational Change emphasizes on the effective management of change which includes changes in structure, culture, and strategy. In the context of HRM, this theory is important to understand how change management can impact the employees and how HRM can facilitate smooth transition activities (Marpaung, 2021).

2.2 Work Motivation

Work motivation is an internal state that encourages individuals to do work maximally, motivated and enthusiastic. More specifically, work motivation involves psychological, emotional, or social drives that direct a person's behavior toward achievement job or organizational goals. A deep understanding of work motivation helps manager and professional to successfully manage their human resources. It is also helps in designing appropriate strategy to effectively motivate employees, improve their performance, and creating a positive work environment for a productive organization (Zulfikar, 2023). Work motivation can be influenced by various factors, such as recognition of accomplishments, job satisfaction, career development opportunities, or personal goals related with work. High work motivation significantly linked with outstanding results that far more consistent and better. Motivated employees tend to be more productive, innovative, and more frequent present in the workplace. Among other indicators of work motivation is award, social connection, life need, and work success (Nasution, 2022).

2.3 Work Discipline

Work discipline is an important aspect in creating a structured, effective and productive work environment (H Tjaraka, 2021). In government institutions, all team members act together in accordance with objective of the organization to guard the overall operational integrity of the organization (Carnes, 2017). With good work discipline, employees tend to be more focus on tasks which are relevant and try their best to avoid activity that is not productive or not related to the official work (Muhani, 2024). Management has an important role in enforcing work discipline in the workplace with clear and constructive directions. This is also including clear directions on enforcement of appropriate consequences for disciplinary violations. Work discipline reflects employee's personal responsibility for their work and contribution to the success of the team and organization in general. This involve taking initiative, being responsible and ability to answer on whatever decision made related to their duties and completing their tasks with full responsibility. According to Hasibuan (2019), work discipline indicators include goal and ability, leadership example, supervision, firmness and human relations.

2.4 Employee Performance

Employee performance refers to the level of achievement of individual work results in the context of the task, responsibilities, and goals set by the organization. Performance evaluation can also be basis to identify employees' personal and professional development needs (Salleh, 2017). This may include training, continuing education courses, or additional work experience improve competence and qualifications. Employee performance also includes contributions to the team work and the organization as a whole. Ability to collaborate, effective communication, and ability to adapt with change organization. Indicator of employee performance according to Hasibuan (2019) is the work results which produced, presence, regulation company, and communication.

3. Hypothesis Study

3.1 Influence of Work Motivation on Employee Performance

High work motivation tends to increase productivity because employees feel motivated to reach the organization's objectives with more effective and efficient approach. Employee with high level of work motivation tends to provide better work results in terms of quality (Iskandarini, 2020). Employees are more likely to pay attention to details, look for creative solutions, and produce products or services that meet or exceed expectations. High motivation push employee to take initiative and work proactively (Solichin, 2020). Employee seeks opportunities more actively to improve work processes or achieve goals set by the organization. HRM and leader of the organization play an important role in building and look after the need to keep high level of work

motivation among their employees. This involves recognition of achievements, effective communication, clear career development, and the creation of a supportive and motivating work environment and (Nawang Sari, 2020). Hypothesis developed is presented as follow.

H₁ : Work Motivation Influential to Employee Performance

3.2 Influence of Work Discipline on Employee Performance

Work discipline helps ensure that employees are consistent in completing tasks. Employee’s duties is in accordance with established deadlines and standards. This contributes to the highest quality and quantity of results. (Letter, 2020). Work discipline involve time management which refer to the ability of the employee to have a good and controled time management in completing their tasks. use timeWork. Employee with high level of discipline tend avoid disturbance, optimize their time at the workplace, and focus on tasks priority (Djaafar , 2019). Disciplined employees are considered more reliable in fulfilling their commitments to tasks and teams work. Employees can also be relied on to show up promptly time, following established procedures, and making consistent contributions (Tarmidi, 2021). The following hypothesis was developed.

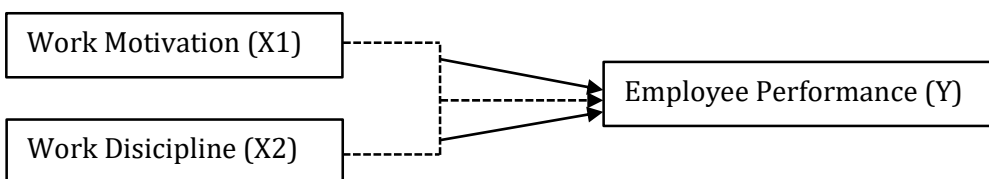
H₂ : Work Discipline is Influential to Employee Performance

3.3 Influence of Work Motivation and Discipline on Employee Performance

High motivation can improve employee performance because they feel motivated to reach objective and to achieve goals and targets set by the organization. High work discipline help maintain regularity in implementation of daily tasks and optimizing the time used to complete the tasks which bring positive impact on operational efficiency. Employee with high discipline tend to be more reliable in fulfilling commitments to tasks and goals, which supports consistent achievement in performance (Solihin, 2022). High work motivation can also increase the will to comply to the rule and procedure set by the organization as well as, strengthen the employee focus and persistence in achieving goals previously determined (Damanik, 2022). High motivation and strong work discipline often produces optimal employee performance, where employees not only perform well but also consistent in providing the best results. Well and effective understanding and management of work motivation and work discipline help organizations in creating a work environment that provide opportunities for each employee to reach their potential in an optimal way, while bring significant contributions in achieving the organizational goals. The following hypothesis was developed to test this particular aspect of this study:

H₃: Work Motivation and Discipline influence Employee Performance

Framework of the study is presented below.



Information:

- : Simultaneous Influence
- _____ : Partial Influence

4. Research Method

Descriptive research uses the causality method and conducts a survey towards employees of the Karawang Regency Central Statistics Agency. Sample method used is non- probability sampling, which means that all populations are taken from the generalization area if the population is relatively small. This research was conducted on 36 employees from the Central Statistics Agency Karawang Regency. Primary data obtained through

distributing questionnaires is a type of data Which used. This study uses regression multiple, correlation, coefficient of determination, And testing hypothesis (Sugiyono, 2019).

5. Result and Discussion

5.1 Data on Respondent Characteristics

Table 3 Profile Respondent

	Respondent Profile	Amount	Percentage
Income	< 6,000,000	5	4.72%
	7,000,000-10,000,000	20	18.87%
	>11,000,000	11	10.38%
Education	High school	6	5.66%
	S1	26	24.53%
	S2	4	3.77%
Long Work	< 5 Year	15	14.15%
	>6 Years	21	19.81%
Gender	Male	19	17.92%
	Female	17	16.04%
Age	< 25 Years Old	13	12.26%
	25 – 35 Years Old	12	11.32%
	>35 Years Old	11	10.38%

Profile respondents based on data which accepted from employee BPS Karawang covers income, level education, period Work, type sex as well as age which the result listed in Table 3.

5.2 Test Validity

Validity testing is a testing activity carried out to measure whether it is valid or not instrument study that is question questionnaire Which made by researcher. Test validity must done instrument order the credible as well as can be trusted.

Validity testing in this research uses SPSS version 26 with test results validity each variable namely Discipline Work (X1), Motivation Work (X2) as well as Performance Employee (Y) obtained r table is 0.3202. All instruments after being calculated show r count > r table. So all the variables Good X1,X2 nor variable Y stated valid.

5.3 Test Reliability

Reliability testing is carried out to find out how consistent the questionnaire is made by researchers. The questionnaire said reliable and consistent when answering the respondent consistent as well as stable.

Variabel	Cronbach's Alpha	N of Items	Nilai Kritis	Keterangan
Motivasi Kerja	0,817	10	0,6	Reliabel
Disiplin Kerja	0,955	10	0,6	Reliabel
Kinerja Pegawai	0,934	10	0,6	Reliabel

Fig. 1 Test Reliability

In Fig. 1 the results of reliability testing show the Cronbach alpha value >0.6, this result is possible

explain that test reliability Which Already done that is reliable or fulfilled.

5.4 Results Test Assumption Classic

1. Test Normality
Testing normality data used for know How spread data The questionnaires that have been collected are normally distributed or not. Based on results exercise data use SPSS version 26 seen data spread around areas diagram with following the regression model. Besides that, the significance value also shows sig 0.200 > 0.05 data that can be read is normally distributed.
2. Test Multicollinearity
The SPSS version 26 test results show that in the tolerance column, the Discipline value is Work (0.856) and Work Motivation (0.856) are both greater than 0.10. Meanwhile on column VIF, mark Discipline Work (1,169) And Motivation Work (1,169) both of them smaller of 10. This means there is no multicollinearity between the variables Work Motivation and Discipline Work, so that multicollinearity test fulfilled.
3. Test Heteroscedasticity
Based on the results of data processing, patterns and dots are visible that are scattered above and below below the number 0 on the Y axis. Therefore, it can be concluded that there is no heteroscedasticity, so that test heteroscedasticity considered fulfilled.
4. Test Autocorrelation
Durbin value Watson is 1.216 < 2, so there is no autocorrelation Based on testing assumptions classic so can concluded data study worthy use regression double, Because data distribute normal, No happen autocorrelation., No happen multicollinearity and no happen heteroscedasticity .

5.5 Influence Motivation Work and Discipline Work By Simultaneous To Performance Employee

Equality Regression Linear Multiple based on output SPSS 26 new version is as following.

$$Y = 131,533 + 1.489 X_2 + 2,080 X_1 + e$$

Interpretation:

- a. The constant value is 131.533, meaning the constant value will remain that large if variable X1 and X2 remain.
- b. Coefficient regression For Motivation Work (X1) as big as 1,489 show that every an increase of 1 unit in Work Motivation will increase Employee Performance by 1,489 units. Conversely, every 1 unit decrease in Work Motivation will reduce Performance Employee as big as 1,489 unit, with assumptions that Discipline Work still constant.
- c. Coefficient regression For Discipline Work (X2) as big as 2,080 show that every improvement 1 unit in Discipline Work will in a way drastic increase Performance Employee as big as 2,080 unit. On the contrary, every decline 1 unit in Discipline Work will in a way significant lower Performance Employee as big as 2,080 unit, with assumptions that Motivation Work has not changed.

Based on SPSS output, it was found that there is a simultaneous correlation between Work Motivation and Work Discipline and Employee Performance is 0.729, which is included in the very category strong. Correlation positive This means that improvement Motivation Work And Discipline Work will increase employee performance significantly, and conversely, decrease work motivation and Work Discipline will result in the same decline in Employee Performance. In addition, the R-value Square as big as 0.532 or 53.2% show that Motivation Work and Discipline Work together- The same affects employee performance by 53.2%, while the remaining 46.8% is influenced by other factors.

Output also shows that the sig F value is 0.000 < 0.05 and the calculated F is 18,743 > 2.69, Which means Ha accepted And H0 rejected. This show that Motivation Work and Work Discipline simultaneously has a significant influence on Employee Performance. By It is clear that work motivation and work discipline have been proven to be able to significantly improve employee performance significant.

5.6 Influence Motivation Work Online Partial Against Performance Employee

To evaluate the significance of the partial influence of Work Motivation on Employee Performance, we compare

the calculated t value with the t table. The results show that Work Motivation has a probability value of 0.009, which is smaller than the significance level of 0.05, and the t value count as big as 2,780, Which bigger from t table as big as 1,982. By Because That, Ha accepted And H0 rejected, so that can conclude that Motivation Work in a way partial own influence significant on Performance Employee.

5.7 Influence Discipline Work Online Partial to Performance Employee

To assess the significance of the partial influence of Work Discipline on Employee Performance, we compare the t table value with the calculated t. The results of the analysis show that Work Discipline has a probability value of 0.000, which is smaller than the significance level of 0.05, as well as the t value count as big as 3,991, Which bigger from t table as big as 1,982. By Because That, Ha accepted And H0 rejected, so that can conclude that Discipline Work in a way partial own influence significant on Performance Employee.

5.8 Discussion

Motivation Work own influence significant to Performance Employee. Employee Which feels Their basic and security needs are met by the organization tends to have more performance high because they are motivated to achieve social needs and self-actualization in place Work. Work motivation has a positive impact on the performance results of sub-district office employees Sawan, which means that to improve employee performance, their work motivation is necessary improved. Therefore, it is hoped that institutions can pay more attention to work motivation and employee performance. Employee motivation can be influenced by various factors such as salary commensurate with the work, less comfortable working conditions, and lack of facilities inadequate in the institution, all of which can reduce employee work motivation (Surati, 2020). Besides That, conflict personal and lack chance promotion Also can reduce motivation Work employees in carrying out their duties. To increase work motivation, salary provision appropriate benefits, bonuses for employees with good performance, and health benefits can help Employees feel more motivated and enthusiastic at work. If employees feel that their salary is not proportional to the workload or responsibilities imposed, this can reduce motivation Work. Wages Which competitive and comparable with standard industry or burden Work is base for healthy work motivation. Invest in improving office facilities and creating an environment Work Which more comfortable can help increase motivation and productivity employee. Encourage better communication between management and employees to ensure that need and worries employees are heard and resolved (Muhani, 2024).

Discipline Work own influence significant to Performance Employee, Discipline Work is an important aspect that influences employee performance in various organizations, including at the Karawang Regency Central Statistics Agency (BPS). Good work discipline includes obedience towards rules, commitment to time, and responsibility for tasks. Behavioral theory organizations emphasize the importance of discipline as a key factor in achieving efficiency and organizational effectiveness. Work discipline helps ensure that employees comply with rules and regulations organizational procedures, which in turn improve productivity and performance. Work discipline Which tall leads on improvement productivity and performance organization. For example, study in government institutions demonstrate strict discipline regarding working hours and task procedures related with improvement performance (Mohd, 2020). With straighten up discipline Work Which strong and promote compliance with policies and procedures, BPS Karawang Regency can increase operational efficiency and effectiveness and achieve better employee performance tall. Discipline Work is Wrong One pillar main in create environment Work Which efficient and productive (Yeni, 2020). Discipline includes an individual's willingness and willingness to obey regulations, procedures, and social norms that apply in the organization. This also reflects A person's awareness of responsibility and the importance of maintaining order in the workplace. Following is analysis about importance discipline Work, how attitude discipline can realize, and the main goal is in the context of increasing efficiency and productivity. Discipline Work means employee in a way voluntary comply all regulation and policy Which set by organization. This includes working hours, operational procedures, work ethics, and code of conduct (Indra, 2020).

Compare the effectiveness of motivational strategies and discipline approaches across different units or part in BPS Karawang. This can help identify practice best and difference in impacts based on different organizational contexts. Conduct in-depth case studies for explore implementation practices motivation and discipline, as well as analyze processes which involved in influence performance employee. Study can give contribution significant in develop understanding about How factors internal and external influence performance employee in BPS Regency Karawang. The results can used for designing policy and practice management which more effective in increase productivity and quality Work in institution the.

Work Motivation and Work Discipline simultaneously have a significant influence on Performance Employee BPS Regency Karawang. By real Motivation Work and Discipline Work capable improve employee performance. Work motivation and work discipline are two mutually exclusive elements are related and together play an important role in determining employee performance. When second factor This optimized in a way

simultaneous, employee capable give influence significant and real impact on improving employee performance. Work motivation is an internal or external force Which push somebody for act and trying to achieve objective certain in work. High motivation is often reflected in high work morale, commitment to task, And desire for reach results Which optimal. Discipline Work is willingness and awareness employee for comply regulation, procedure, and norm Which set by organization. This covers compliance to timetable Work, policy company, And not quite enough answer work.

6. Conclusion

1. Partially, work motivation has a significant influence on employee performance. This shows that individual work motivation can improve employee performance substantially, although not influenced by factor work discipline.
2. By partial, discipline Work Also influential significant to performance employee. Discipline Work in a way independent can increase performance employee, show importance implementation rules and procedures consistent in the work environment.
3. Work motivation and work discipline simultaneously have a significant influence on employee performance. This means that the combination of these two factors overall contributes on improving performance employee.

Theoretical implications of the influence of work motivation and work discipline on employee performance The Karawang Regency Central Statistics Agency (BPS) can be reflected in several HRM theories Which relevant. Implications from theories motivation like Theory Hierarchy Need Maslow or Theory Douglas McGregor 's X and Y can be used to understand how needs and motivation individual influence performance employee. For example, employee Which motivated by desire for reach growth and confession Possible will moremotivated for perform well. Concepts from work discipline theory, such as Taylorism theory or Weber theory about bureaucracy, can used for understand importance arrangement Work And procedure Which clear in achieving optimal performance. This may include the importance of compliance with rule and established procedures.

Managerial implications of the influence of work motivation and work discipline on employee performance The Karawang Regency Central Statistics Agency (BPS) can have a significant impact on management source Power man and achievement objective organization. Management can use study This For identify factors motivation main in between employee BPS Regency Karawang. This can cover confession on performance, development career, or participation in decision making.

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Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: **study conception and design:** M.A.F., A.J., N., U.M.D.S. and S.M.Z.; **data collection:** M.A.F., A.J., N., U.M.D.S. and S.M.Z.; **analysis and interpretation of results:** M.A.F., A.J., N., U.M.D.S. and S.M.Z.; **draft manuscript preparation:** M.A.F., A.J., N., U.M.D.S. and S.M.Z. All authors reviewed the results and approved the final version of the manuscript.

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