

The Effect of Work Motivation and Work Discipline on Employee Performance at Yunomia Cafe

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ABSTRACT

The purpose of this study is to determine the effect of work motivation and work discipline on employee performance. In this study, the method used is quantitative research with an explanatory approach. The population in this study was 35 people selected from all employees. The sampling technique used saturated sampling technique so that the entire population was used as a research sample. Data analysis was multiple linear regression. The results showed that work motivation had a positive and significant effect on employee performance with a calculated t value of 3.446 and a sig value of 0.002 (<0.05). Work discipline had a positive and significant effect on employee performance with a calculated t value of 5.706 and a sig value of 0.000 (<0.05). Simultaneously, work motivation and work discipline had a significant effect on employee performance with a calculated F value of 26.420 and a sig value of 0.000 (<0.05). The Adjusted R Square value of 0.599 indicates that work motivation and work discipline are able to explain 59.9% of the variation in employee performance, while the remaining 40.1% is influenced by other factors not examined in this study. It can be concluded that work motivation and work discipline have a positive and significant influence on employee performance at Yunomia Cafe, Binjai City, both partially and simultaneously.

Keywords: Work Motivation, Work Discipline, Employee Performance

INTRODUCTION

The rapid development of the business world in the current era of globalization has led to increasingly fierce competition between companies. Every company is required to increase its competitiveness to maintain its existence amidst the ever-changing business environment. One factor determining a company's success in achieving its organizational goals is the quality of its human resources. Human resources are a crucial asset for any company because they act as the driving force behind all organizational activities.

Work motivation is the drive that originates from within and outside an individual to perform work with enthusiasm, responsibility, and commitment to achieving organizational goals. Employees with high work motivation tend to demonstrate greater enthusiasm, creativity, discipline, and loyalty than those with low work motivation. Therefore, companies need to focus on efforts to increase work motivation through rewards, career development opportunities, good communication, and a supportive work environment.

Work discipline is also a crucial factor influencing employee performance. Work discipline is an individual's willingness and awareness to comply with company regulations and work standards. Work discipline includes punctuality and attendance. A high level of discipline reflects an employee's sense of responsibility for their work, ensuring effective and efficient completion. Conversely, low employee discipline can lead to delays in work completion, high error rates, decreased productivity, and hinder the achievement of company goals.

Employee performance is one indicator of a company's success. Good employee performance in a company positively impacts productivity, service quality, and enhances the company's ability to face competition in today's globalized era. Conversely, low employee performance can make it difficult for the company to achieve its goals and face the competition.

Yunomia Cafe is a food and beverage business in Binjai City. Yunomia Cafe relies heavily on employee performance in its operational activities. Good service quality increases customer satisfaction and directly impacts the achievement of company goals. However, based on initial observations by researchers, several issues related to employee motivation and discipline were identified. Some employees appear to lack enthusiasm for their work, lack initiative in completing their work, and are still late to work and less than optimal in adhering to company-established SOPs. These conditions are suspected to have impacted employee performance. Based on the results of a study conducted on 35 Yunomia Cafe employees using multiple linear regression analysis, work motivation and work discipline have a positive and significant impact on employee performance. The results indicate that work discipline is the variable with the greatest influence on improving employee performance. These findings suggest that increasing work motivation and work discipline can simultaneously improve the quality of employee performance at Yunomia Cafe.

LITERATURE REVIEW

Understanding Work Motivation

According to Afandi (2021), work motivation is a desire that arises from within or outside of a person, driving them to perform work enthusiastically to achieve specific goals. Mangkunegara (2021) states that work motivation is a condition or energy that drives employees to achieve organizational goals in accordance with predetermined targets. According to Hasibuan (2021), work motivation is the driving force that creates a passion for work, encouraging them to cooperate, work effectively, and integrate with all efforts to achieve satisfaction. According to Hasibuan (2021), work motivation indicators based on Abraham Maslow's hierarchy of needs theory consist of five indicators, as follows:

1. Physiological Needs
2. Safety Needs
3. Social Needs
4. Esteem Needs (Self-Esteem Needs)
5. Self-Actualization Needs

Definition of Work Discipline

According to Sutrisno (2021), work discipline is an attitude of respect, obedience, and adherence to applicable regulations, both written and unwritten, and the ability to carry them out without coercion. Afandi (2021) states that work discipline is a tool used by managers to change employee behavior so that they are willing to consider all established company regulations and work procedures. Hasibuan (2021) defines work discipline as an individual's awareness and willingness to comply with all company regulations and applicable social norms.

Work Discipline Indicators

1. Attendance
2. Compliance with Work Regulations
3. Compliance with Work Standards
4. Level of Vigilance
5. Working Ethically

Understanding Employee Performance

According to Hasibuan (2021), employee performance is the work results achieved by an individual in carrying out assigned tasks based on skill, experience, sincerity, and time commitment. According to Mangkunegara (2021), employee performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with their assigned responsibilities. According to Afandi (2021), employee performance is the work results achieved by an individual or group in carrying out assigned tasks and responsibilities in accordance with established organizational standards.

Employee Performance Indicators

1. Work Quality
2. Work Quantity
3. Responsibility
4. Cooperation
5. Initiative

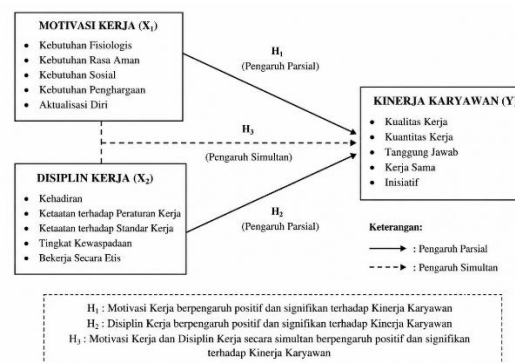


Figure 1. Conceptual Framework of the Study

Research Hypothesis

A hypothesis is a tentative answer to a research problem that must be proven through research. Based on theory and previous research findings, the hypotheses in this study are:

H1: Work motivation has a positive and significant effect on employee performance at Yunomia Café.

H2: Work discipline has a positive and significant effect on employee performance at Yunomia Café.

H3: Work motivation and work discipline simultaneously have a positive and significant effect on employee performance at Yunomia Café.

METHODS

The research was conducted at Yunomia Cafe, located at Jalan Wijaya Kusuma Gang Kasturi No. 31, Kebun Lada, North Binjai, Binjai City. This location was chosen because it aligned with the research objective, which was to examine the influence of work motivation and work discipline on employee performance. Yunomia Cafe has a reachable number of employees, facilitating the data collection process and allowing researchers to obtain information directly from the respondents. This research ran from March 2025 to June 2026, encompassing the stages of proposal development, instrument development, data collection, data processing, analysis of research results, and preparation of the research report.

The research approach used was a quantitative approach based on the philosophy of positivism. This approach is used to examine a specific population or sample that is measured objectively using a questionnaire. The results of these measurements are analyzed statistically to determine whether the research hypothesis is accepted or rejected.

The type of research used in this study is a quantitative method. The researcher chose a quantitative research method to test hypotheses regarding the influence of work motivation and work discipline on employee performance through numerical data obtained from questionnaires. The data was then analyzed using SPSS to objectively measure the relationship between variables.

A population is all objects or subjects of research that possess specific characteristics consistent with the research objectives. In this study, all employees constitute the population, so the results are expected to reflect the condition of all members of the population. According to Sugiyono (2021), a sample is a subset of the population's size and characteristics. A sample is a subset of the population that represents the population's characteristics. This study used a saturated sampling technique (total sampling), in which all members of the population were selected as respondents. The researcher chose a saturated sampling technique because the population size was relatively small, allowing all members to be included as respondents.

According to Ghozali (2021), multiple linear regression analysis aims to measure the influence of independent variables on dependent variables, both partially and simultaneously, and to determine the direction of the relationship indicated by the regression coefficient.

RESULTS

General Overview

Company Profile

Yunomia Café is a food and beverage business located at Jalan Wijaya Kusuma, Gang Kasturi No. 31, Kebun Lada Village, North Binjai District, Binjai City. This café features a glass house concept with a natural setting overlooking rice fields, providing a comfortable environment for visitors. Yunomia Café has become a popular gathering place for various groups, especially young people. In addition to offering a variety of contemporary food and drinks,

the café also offers a variety of attractive photo spots, making it a favorite destination for both the public and content creators.

Data Analysis

Description of Research Variables

Descriptive analysis was conducted to provide an overview of the condition of each research variable based on respondents' responses. The variables analyzed were Work Motivation (X1), Work Discipline (X2), and Employee Performance (Y).

Reporting Research Results

Table 1. Descriptive Statistics of Research Variables

Tabel 1. Tabel Descriptive Statistic

	N	Descriptive Statistics				
		Minimum	Maximum	Sum	Mean	Std. Deviation
Motivasi kerja	35	18	30	877	25,06	4,137
Disiplin kerja	35	29	40	1211	34,60	2,329
Kinerja Karyawan	35	28	39	1173	33,51	2,748
Valid N (listwise)	35					

Table 1 shows that there were 35 respondents.

The work motivation variable had a minimum score of 18 and a maximum score of 30, with a mean of 25.06 and a standard deviation of 4.137. This indicates that the work motivation level of Yunomia Café employees is in the fairly good category. The work discipline variable had a minimum score of 29 and a maximum score of 40, with a mean of 34.60 and a standard deviation of 2.329. This relatively high mean score indicates that most employees have a good level of work discipline.

Meanwhile, the employee performance variable had a minimum score of 28 and a maximum score of 39, with a mean of 33.51 and a standard deviation of 2.748. This indicates that overall, Yunomia Café employees' performance is in the good category.

Normality testing aims to determine whether research data is normally distributed or not. Testing is carried out using the One Sample Kolmogorov-Smirnov method.

▲ Tabel 2 Tabel One –Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1,68765273
Most Extreme Differences	Absolute	.085
	Positive	.085
	Negative	-.081
Test Statistic		.085
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Unstandardized
Residual

Figure 2. Normality Test Results (Histogram and Normal P-P Plot)

- a. Test distribution is Normal. b. Calculated from data. c. Lilliefors Significance Correction. d. This is a lower bound of the true significance.

The results of the Kolmogorov-Smirnov test for normality show that the data follows a normal distribution with a significance level (Asymp.Sig. 2-tailed) of 0.200. Because it is greater than 0.05, the data is normally distributed. The Histogram and Normal P-P Plot also show patterns that follow a normal distribution. Therefore, it can be concluded that the distribution of this research data closely resembles an ideal normal distribution, so it meets the assumption of normality.

Table 2. Multicollinearity Test Results

Tabel 3 Uji Multikolinearitas

Model	Coefficients ^a						
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	1,511	4,566		,331	,743		
Motivasi kerja	,252	,073	,380	3,446	,002	,970	1,031
Disiplin kerja	,742	,130	,629	5,706	,000	,970	1,031

a. Dependent Variable: Kinerja Karyawan

Based on the test results, all independent variables had a Tolerance value of 0.970, greater than 0.10, and a Variance Inflation Factor (VIF) of 1.031, less than 10. Therefore, it can be concluded that the regression model does not exhibit multicollinearity, making the work motivation and work discipline variables suitable for use in the regression analysis.

DISCUSSION

The Influence of Work Motivation on Employee Performance

The test results show that Work Motivation has a positive and significant effect on Employee Performance, with a t-value of 3.446 and a significance level of 0.002. Higher work motivation leads to higher employee performance.

The Influence of Work Discipline on Employee Performance

Work Discipline has a positive and significant effect on Employee Performance, with a t-value of 5.706 and a significance level of 0.000. Improved work discipline will improve employee performance.

The Effect of Work Motivation and Work Discipline on Employee Performance

Simultaneously, Work Motivation and Work Discipline significantly influence Employee Performance, with an F-value of 26.420 and a significance level of 0.000. Both variables contribute 59.9% to employee performance.

CONCLUSION

1. Work motivation has a positive and significant effect on employee performance. The t-test results show a calculated t-value of 3.446 with a significance level of 0.002 (<0.05), indicating that higher work motivation leads to higher employee performance.
2. Work discipline has a positive and significant effect on employee performance. The t-test results show a calculated t-value of 5.706 with a significance level of 0.000 (<0.05). Work discipline is the most dominant variable influencing employee performance.
3. Work motivation and work discipline simultaneously have a positive and significant effect on employee performance. The F-test results show a calculated F-value of 26.420 with a significance level of 0.000 (<0.05).
4. The adjusted R-square value of 0.599 indicates that 59.9% of the variation in employee performance is explained by work motivation and work discipline, while 40.1% is explained by other variables outside the study.
5. The regression equation $Y = 1.511 + 0.252X_1 + 0.742X_2$ shows that both variables have a positive effect on performance, with Work Discipline having a greater effect.

LIMITATION AND SUGGESTIONS

1. Yunomia Café Binjai management needs to increase work motivation through awards, appreciation, career development, and good communication.
2. The company needs to maintain and improve work discipline through consistent implementation of rules, supervision, and a fair reward and punishment system.
3. The company is advised to conduct regular performance evaluations to improve employee productivity.
4. Employees are expected to improve their motivation, responsibility, and discipline at work.
5. Future researchers are advised to add other variables such as compensation, leadership, organizational culture, job satisfaction, or training, and to expand the number of respondents.

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