

Motivation, Discipline, Reward and Performance with Descriptive Analysis

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Abstract

The company's problems today with competition getting tougher performance of employees in the company becomes to important to note. Various attempts were made to improve the performance of company party in order to substantiate the progress of the company. Increased motivation, disiplin, reward and performance become important part of heeded. The variable in this study is the motivation, discipline, reward, and performance. The form of this research is quantitative with SPSS statistics and instruments in this study using questionnaires, for motivation, discipline 5 items 5 items, 5 items, reward and work achievement 5 items, the sample in this research was an employee of PT GICI Group Batam of riau Islands province of Indonesia as many as 30 respondents. The purpose of the research to know the stages of motivation, discipline, performance, and reward employees. The research results showed that the stage is very good motivation, discipline was very good, quite, and reward excellent performance. Motivation, discipline, reward, and high performance high performance will then, to improve the performance of a lecturer with increasing commitment and satisfaction it works. To research an upcoming research need to be developed with a view of transportation and the influence of each variable.

Keywords: Motivation, Discipline, Reward, Performance, Descriptive Analysis

Introduction

Generally these companies faced with regards to increase business performance of the employees of the company. Increased motivation, discipline, reward, and performance become important to note. Human resources is the most important among all the resources belonging to an organization to be able to maintain efficiency and overall performance of the Organization and motivate employees can help to make the Organization has the added value of a more competitive and profitable. Most organizations compete for survival in an environment of fierce competition so that employee motivation and performance is an important tool for any organization's success in the long term.

Based on previous studies about the effects of extrinsic rewards and feedback on task performance based on feelings of competence and strength of intrinsic motivation is checked for intrinsic task very motivating. The validity of the Act is subject to some power of intrinsic motivation. Previous research showed that when a high intrinsic motivation, extrinsic reward does not affect. Feedback on task performance, have a strong impact on the feelings of competence and intrinsic motivation. Satisfaction, enjoyment, and volunteers appeared suspect as a measure of intrinsic motivation (Arnold, 1976) Other research also shows that a particular combination of intrinsic motivation and extrinsic causes increase or decrease in performance. More specifically, these results provide a middle ground in the debate in the literature of Psychology by showing that the effects of rewards depending on the level of motivation (Borst & Van den Ende-2010) [3].

From a statistical analysis of previous research has shown that different dimensions of work motivation and satisfaction are significantly correlated, and awards and recognition has a great impact on employee motivation (Danish & Usman, 2010) [6]. While the study focused on the effects of policy performance-based rewards for teachers varies by teacher characteristics and policy studies effects on motivation, morale and commitment according to the characteristics of the teacher. The results show that the performance-based reward policy has a more positive effect on the motivation of teacher's men than women (Hyun-Jun, Ssang-cheol, & Sung-soo, 2012) [10]. Other studies also further is explains the impact of level of motivation between workers with performance mediation training needed in universities of Pakistan. In the model of research that takes the motivation as the independent variable and training as mediation. The results show that the dependent variables mediate reliable on independent variable. The maximum reliable is variable on each other. University of Pakistan should need to revise salaries and wages benefits to evaluate the performance of employees of universities (Asim, 2013) [2].

The debate about whether granting of extrinsic incentives erode intrinsic motivation. Review and meta-analysis was based on a Review as before by focusing on the link between intrinsic motivation, extrinsic incentives and performance, with reference to the 2 moderators: this type of performance (quality vs quantity) and incentive contingency. Based on the random effects Meta analytic methods, findings from the school, work, and the physical domain shows that intrinsic motivation media to strong predictors of performance. In addition, the predictive validity of the incentive affected intrinsic motivation to performance. Intrinsic motivation is more important to performance when direct incentives linked to performance and even more important when the incentives are not directly tied to performance. Simultaneously through a Meta analytical regression, intrinsic motivation predicted more unique variance in quality performance, while incentives are better predictors of the number of performance (Cerasoli, Nicklin, & Ford, 2014) [4].

Previous research also revealed that the intrinsic rewards of having a positive impact on the performance of employees in the Bank and motivation and job satisfaction is mediated by this relationship. The importance of appreciation received by bankers in the form of the award and its effect on the role of additional performance and advanced management, policy makers must take the necessary steps to improve the management system of rewards that will improve the performance of workers because they will be encouraged by the performance assessment techniques (Com et al., 2015) [5].

View of the existing problems need to be researched systematically and insightful to know about motivation, discipline, performance, and reward employees in the company. Aside from that, the lack of research conducted related to motivation, discipline, employee performance and reward, especially in the company of GICI Batam of Riau Islands province of Indonesia. This research aims to know the stages of motivation, discipline, performance, and reward employees. The focus of this research is on a variable reward, discipline, motivation, and performance.

Look at the problems faced by the company, the company is expected to answer future challenges that are in line with the demands of an increasingly competitive company competition with the emergence of several new companies in Batam city.

Motivation is the ability in a person that causes that person to Act (Mathis & Jackson, 2011) [12]. Discipline is the awareness and willingness of someone adhering to all company regulations and social norms in force. Good discipline reflects the magnitude of a person's sense of responsibility towards the tasks given to him (Hasibuan, 2012) [7]. Reward is the granting of additional receipts beyond wages, salary, and incentive is often given as an effort better appreciate the performance of workers (Wibowo, 2011) [14], while the performance is about what is done and how to do it (Wibowo, 2011) [14].

The results of this research are beneficial to the company. This research gives information about motivation, discipline, reward, and performance that should have given the object of attention by the company. In addition, the results of this research required can be a guide in resolving the problems of the company. For employees can know about motivation, discipline, reward, and performance. This research is expected to be a source of reference to the companies to resolve the problem so that the various programs designed company can be implemented smoothly and as a guide to researchers to examine more deeply about the motivation, discipline, reward, and performance. This research is as well as the consideration for the development of science and research companies. Research results can be useful to add to the knowledge of the discipline, motivation, reward, performance.

Formulation of the problem

- What are the stage of discipline, motivation, reward, and performance of employees at PT. GICI Group Batam?

- What are the stages of discipline, motivation, reward, and the performance of male and female employees at PT. GICI Group Batam?
- What are the stages of discipline, motivation, reward, and the performance of the employee Master, Diploma, Undergraduate, High School Senior PT. GICI Group Batam?

Purpose of research

- To know the stages of discipline, motivation, reward, and performance of employees at PT. GICI Group Batam.
- To know the stages of discipline, motivation, reward, and the performance of male and female employees at PT. GICI Group Batam.
- To know the stages of discipline, motivation, reward, and the performance of the employee Master, Diploma, Undergraduate, Senior High School at PT. GICI Group Batam.

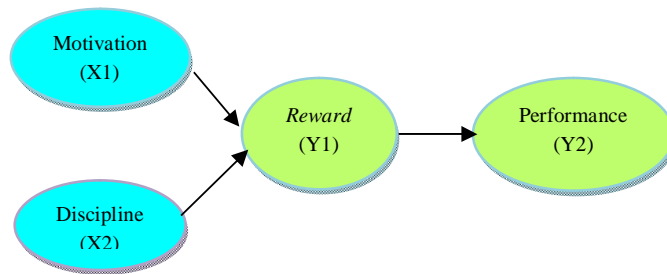


Figure 1: Framework of Thought

Explanation:

(X1) Mitivation, (X2) Discipline, (Y1) *Reward*, (Y2) Performance

Research MethodsS

This research was carried out quantitatively with data collection through questionnaire and subsequent research report done based on quantitative results. This research is descriptive research that aims to decipher and explain the circumstances. The types of research are quantitative approach. The sample in the study is 30 respondents. Questionnaire items in this study for motivation there are 5 items (Hazriyanto, Ibrahim, Franky & Mu'min, 2015) [8], the discipline there are 5 items (Hazriyanto, Susanto, & Maslan, 2016) [9], reward there are 5 items (Jayanti & Rasmini, 2013), and the performance there are 5 items (Hazriyanto et al., 2016) [9] items have been adapted to the purposes of the research.

The variable in this study are;

- i) Motivation (X 1)
- ii) Discipline (X 2)
- iii) Reward (Y1)
- iv) Performance (Y2)

Item-item questionnaire in this research based on invalid constructs-invalid constructs in research that has been tailored to the development progress, the purposes of the company and the State of the environment.

Data analysis in this study is relating to the reward, discipline, motivation, and performance of employees of PT Batam Group GICI. The analysis of the data used in this research is descriptive statistics.

Results and discussion

A descriptive analysis of respondents to variable reward, discipline, motivation, and performance as follows:

Table 1 Descriptive Respondents

Jenis Kelamin	Frequency	Percent	Valid Percent
Pria	22	73.3	73.3
Wanita	8	26.7	26.7
Total	30	100	100
Pendidikan	Frequency	Percent	Valid Percent
SLTA	4	13.3	13.3
D3	1	3.3	3.3
S1	14	46.7	46.7
S2	11	36.7	36.7
Total	30	100	100

Of table 1 shows that the number of respondents in this study a number of 30 respondents consisted of 22 men, 8 women, 4 Senior High School, 1 Diploma, 14 and 11 Undergraduate, Master or equivalent of 73.3% men, 26.7% of women, 13.3%, 3.3% Senior High School, Diploma, 46.7% and 36.7% Undergraduate, Master.

For ease in describing the study, variables used criterion refers to the average score of categories of respondents. The use of score this category is used with five categories score Likert scale used in the study. As for criteria such as expressed by Muhin and Abdurahman (2007:146) in table 4.5 below:

Table 2 Criteria Analysis Description

The Range Of Category Score	Interpretation
1.00 – 1.79	Not Very Good
1.80 – 2.59	Not Good
2.60 – 3.39	Enough
3.40 – 4.19	Good
4.20 – 5.00	Very Good

Resource: (Muhidin & Abdurrahman, 2009) [13]

This study observed a variable reward, discipline, motivation, and performance.

The following described the results of the acquired research based analysis descriptive statistics for the variables of motivation, discipline, reward, and performance.

Table 3 Descriptive Statistics Variable Motivation

Item	N	Minimum	Maximum	Mean	Description
MI1	30	1	5	4.37	Very Good
MI2	30	2	5	4.40	Very Good
MI3	30	2	5	4.00	Good
ME1	30	4	5	4.50	Very Good
ME2	30	3	5	4.57	Very Good
Motivation				4.37	Very Good

The results of the analysis of the descriptive variables of motivation as indicated in table 2 show that the motivational items are at the median score ranges between 4.00 – 4.53 with a total average score overall is 4.37 in the category very well. Those results can be stated that based on the descriptive statistics analysis then the motivation of working employees of PT GICI Batam on the category very well.

Table 4 Descriptive Statistics Variabel Discipline

Item	N	Minimum	Maximum	Mean	Description
D1	30	4	5	4.73	Very Good
D2	30	2	5	4.33	Very Good
D3	30	4	5	4.47	Very Good
D4	30	3	5	4.40	Very Good
D5	30	3	5	4.40	Very Good
Discipline				4.47	Very Good

The results of the descriptive analysis for discipline as indicated in table 3 indicate that items of discipline with a value score is at the median score ranges between 4.33 - 4.73 for a total average score overall is 4.47 in the excellent category. Those results can be stated that based on an analysis of descriptive statistics then discipline employees of PT GICI Batam in the excellent category.

Table 5 Descriptive Statistics Variabel Reward

Item	N	Minimum	Maximum	Mean	Description
R1	30	2	5	3.53	Enough
R2	30	2	5	3.70	Enough
R3	30	2	5	3.80	Enough
R4	30	1	5	3.27	Enough
R5	30	2	5	3.80	Enough
Reward				3.62	Enough

Descriptive analysis results to a variable reward as indicated in table 4 show that reward items with the highest score is in the range of score between 3.27 – 3.80 with a total average score 3.62 overall are on stage category enough. Those results can be stated that based on an analysis of descriptive statistics thus reward employees of PT Batam GICI on stage category enough.

Table 6 Descriptive Statistics Variabel Performance

Item	N	Minimum	Maximum	Mean	Description
K1	30	2	5	3.93	Good
K2	30	3	5	4.00	Good
K3	30	2	5	4.07	Good
K4	30	4	5	4.80	Very Good
K5	30	3	5	4.33	Very Good
Performance				4.23	Very Good

Descriptive analysis results for variable performance as indicated in table 5 indicates that the items with the highest performance score is in the range of score between 3.93 – 4.80 with total average score overall is 4.23 in the excellent category. Those results can be stated that based on the descriptive statistics analysis then the performance of the employees of PT GICI Batam in the excellent category.

Table 7 Descriptive Statistics Man

Variables	Mean	Description
Motivation	4.44	Very Good
Discipline	4.48	Very Good
Reward	3.76	Good
Performance	4.25	Very Good

The results of the descriptive analysis based on the sex of the man can be seen in table 6 showed that the value of an average score of motivation (4.44) is at the stage of very good, disciplined (4.48) are on the stage very well, reward (3.76) is at the stage of good, and performance with the highest average score (4.25) are on stage category. Those results can be stated that based on an analysis of descriptive statistics then work motivation, discipline, and performance of the male employees of PT GICI Batam in the excellent category, while the reward in the category either.

Table 8 Descriptive Statistics Women

Variables	Mean	Description
Motivation	4.18	Good
Discipline	4.43	Very Good
<i>Reward</i>	3.25	Enough
Performance	4.15	Good

While the descriptive analysis results based on female gender as in table 7 indicates that the value of an average score of motivation (4.18) is at the stage of good, disciplined (4.43) are on the stage very well, reward (3.25) are on stage enough, and performance with the highest average score (4.15) is at the stage of good category. Those results can be stated that based on an analysis of descriptive statistics then work motivation, and performance of women employees of PT GICI Group in the category of good, disciplined at this stage are very good, while the reward in the category is enough.

Table 9 Descriptive Statistics Master

Variables	Mean	Description
Motivation	4.60	Very Good
Discipline	4.55	Very Good
<i>Reward</i>	3.40	Good
Performance	4.22	Very Good

The results of the descriptive analysis based on the educated Master as shown in table 8 show that the value of an average score of motivation (4.60) is at the stage of very good, disciplined (4.55) are on the stage very well, reward (3.40) are on the stage, and a performance with the highest average score (4.22) are on stage category. Those results can be stated that based on the descriptive statistics analysis then the motivation, discipline, and performance that are educated in the Master category very well, while the reward in the category either.

Table 10 Descriptive Statistics Undergraduate

Variables	Mean	Description
Motivation	4.20	Very Good
Discipline	4.40	Very Good
<i>Reward</i>	3.67	Good
Performance	4.23	Very Good

Descriptive analysis based on outcomes and Undergraduate as in table 9 indicates that the value of an average score of motivation (4.20) is at the stage of very good, disciplined (4.40) is at the stage of very good, reward (3.67) is at the stage of good, and performance with the highest average score (4.23) are on stage category. Those results can be stated that based on the descriptive statistics analysis then the motivation, discipline, and performance of employees of PT GICI Group Batam with Undergraduate also in the very good category, while the reward in the category either.

Table 11 Descriptive Statistics Diploma

Variables	Mean	Description
Motivation	4.40	Very Good
Discipline	5.00	Very Good
<i>Reward</i>	3.80	Good
Performance	4.20	Very Good

Selanjunya descriptive analysis based on outcomes of Diploma as in table 10 indicate that the value of an average score of motivation (4.40) is at the stage of very good, disciplined (5.00) are on the stage very well, reward (3.80) are on the stage, and a performance with the highest average score (4.20) in the excellent category. Those results can be stated that based on the descriptive statistics analysis then the motivation, discipline, and performance of employees are educated in the Diploma category very well, while the reward in the category of good.

Table 12 Descriptive Statistics Senior High School

Variables	Mean	Description
Motivation	4.30	Very Good
Discipline	4.35	Very Good
Reward	4.00	Good
Performance	4.25	Very Good

The results of the descriptive analysis based on Senior High School as in table 11 shows that the value of an average score of motivation (4.30) is at the stage of very good, disciplined (4.35) on the stage very well, reward (4.00) in the category of good, and performance with the value of the average score (4.25) on the category very well. Those results can be stated that based on the descriptive statistics analysis then the motivation, discipline, and performance officer education Senior High School excellent category, while the reward on stage either.

Conclusion

Based on the results and discussion, conclusions can be made as follows:

- Motivation, Discipline, Rewrad, and Performance
From the results and discussion descriptive analysis it can be concluded that the motivation, discipline, and employee performance on stage is very good while the reward on stage enough. These findings are in line with studies Borst & Van den Ende (2010) [3], Cerasoli, Nicklin, & Ford (2014) [4]. This means that the overall motivation, discipline, and performance has been very good while the reward on stage enough.
- Motivation, discipline, Rewrad, and the performance of male and female Employees
From the results and discussion descriptive analysis based on gender can be inferred that the motivation, discipline, and performance of the male employees is very good while the reward on stage either. Unlike women's motivation on stage well, discipline was very good, the reward on stage enough, and performance on stage either. These findings are consistent with studies of Hyun-Jun, Ssang-cheol, & Sung-soo (2012) [10], Com et al., (2015) [5]. This means that there is a difference in motivation, reward, and performance views of gender.
- Motivation, discipline, Rewrad, and performance on Undergraduate, Master's, Diploma, and Senior High School
From the results and discussion descriptive analysis based on level of education can be summed up that motivation, discipline, and performance on Undergraduate, Master's, Diploma, and a Senior High School is very good while the reward is good. These findings are consistent with studies of Asim (2013) [2], Hyun-Jun, Ssang-cheol, & Sung-soo (2012) [10]. This means that there is no difference in the stages of discipline, motivation, reward, and performance views of education level.

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