



Discipline, Infrastructure, Work Motivation On Employee Performance At Spectrum Billiard & Cafe Malang

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ABSTRACT

Human Resource Development is carried out in order to improve employee performance. Human capabilities must be managed by the company and do not come by themselves. Performance is the result of work implementation, namely the implementation of plans carried out by the organization, implemented by leaders and employees who work in the organization, by the government, and by the company (company) to achieve organizational goals. Optimal performance is needed from employees as human resources of the organization to achieve these goals Jufrizen (2021). Quantitative research method multiple linear regression, with a sample size of 50 people. While the results obtained are: Discipline affects the performance of Spectrum Billiard & Cafe Malang employees. Office facilities will affect employee performance at Spectrum Billiard & Cafe Malang Employees. Work Motivation affects employee performance at Spectrum Billiard & Cafe Malang Employees.

Keywords: Discipline, Motivation, and Performance

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1. INTRODUCTION

A company always has supporting elements to achieve its goals. Among others, the Human Ability factor. If a company has human resources who have special knowledge and have a strong desire to influence operations, then the company's operations will run smoothly. The company needs Human Resources that are needed and have potential in all fields, from managers to the lowest employees, and are able to carry out activities according to wishes and achieve goals. Human resource investment is an important asset that requires company attention, because it has an important role in managing ongoing processes to achieve company goals. In an effort to achieve the company's goals and success, Human Resource development is carried out in order to improve employee performance. Performance must be managed by the company and does not come by itself. Performance itself is the result of work implementation, namely the implementation of work plans prepared by the organization, implemented by managers and employees who work in the organization, by the government, and by the company (company) to achieve organizational goals. Optimal performance is needed from employees as human resources of the organization to achieve these goals. Therefore, every company always monitors the performance of its employees

in order to continue to improve their performance better. Effective and efficient employee performance is needed by a company because it will advance a company.

According to Jufrizen (2021) The policy in realizing the goals, targets, vision and mission of the organization in the company to achieve the performance activity program as a reference for the level of implementation of human achievement in fulfilling their duties and responsibilities. Employee performance is defined as the work results achieved by employees by fulfilling their duties and responsibilities in the accordance with the obligations set by the performances or institution. One of the factors that a company is considered good or not is by looking at the performance of its employees.

According to Frediyatmoko (2023) Individual or group performance in an organization can be achieved in an organization in a manner that is in accordance with their respective authorities and responsibilities to achieve organizational goals legally, without violating the law, morals, or ethics.

Employee discipline is the main factor in employee performance to achieve company goals, good discipline can make employees feel responsible for the tasks given to them. Discipline is a procedure for reprimanding subordinates who violate established regulations. Adequate discipline refers to the amount of work given to an employee. This increases the joy of working and achieving the goals of the company, its employees and the community. Organizational life requires work discipline among employees. By improving employee work discipline, employees will be able to complete their tasks well. Therefore, the goals achieved by the organization can be maximized and achieved very satisfactorily. This indirectly also affects employee performance. Work discipline is important for the development and improvement of the organization and its employees towards common goals

Wahdatun Aulia et al., (2024). At the Spectrum Billiard & Cafe Malang company, discipline has been implemented on employees such as company rules and regulations, but there are still many employees who have not implemented discipline. In the Spectrum Billiard & Cafe Malang company, discipline has been implemented on employees such as rules and regulations in the company, but there are still many employees who have not implemented discipline. This happens because there are still many employees who come late to this company. The phenomenon of discipline in Spectrum Billiard & Cafe Malang can be seen in the following table.

2. LITERATURE REVIEW

Definition of Discipline

Discipline is the ability and attitude in controlling oneself to obey a regulation that has been given by the company in order to achieve goals. According to Rofi (2012)

Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team in an organization. or from expectations. Siswadi (2016) Discipline is the most important operative function of human resource management because the better the employee discipline, the higher the level of employee productivity

According to Sinambela (2018) Work discipline is a person's ability to work regularly, diligently continuously and work in accordance with applicable rules and not violate the rules that have been set. Meanwhile, according to Safitri (2013) work discipline is the attitude of a person or group who obeys and complies with applicable regulations or rules, in carrying out their duties and obligations to an organization to achieve goals According to Jufrizen (2021) The policy in realizing the goals, targets, vision and mission of the organization in the company to achieve the performance activity program as a reference for the level of implementation of human achievement in fulfilling their duties and responsibilities.

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Hypotheses Of The Research

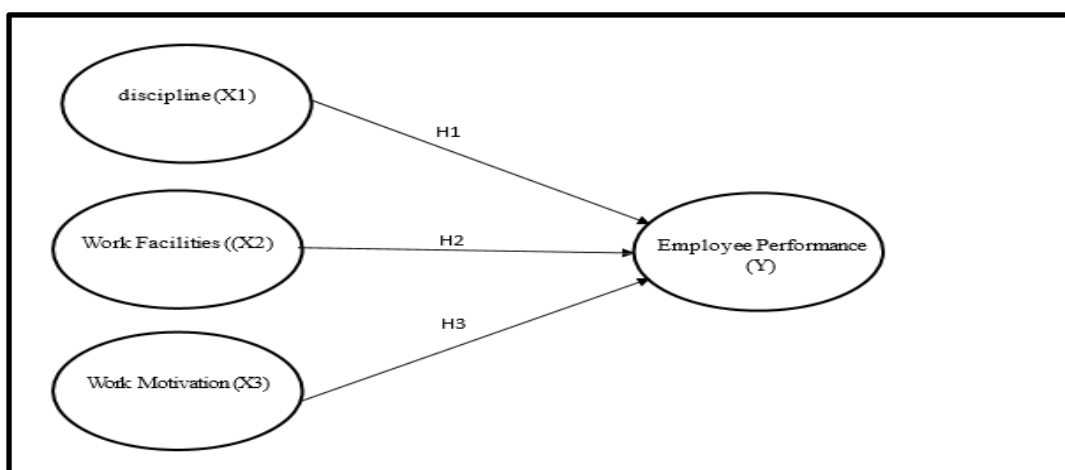


Figure 1. Proposed Conceptual Framework

3. METHODOLOGY

The research method used is quantitative, the type of data obtained from interviews, and using questionnaires, and the research analysis method uses multiple linear analysis by analyzing the influence of discipline, work facilities and work motivation on the performance of Spectrum Billiard & Cafe Malang employees. Data processing uses SPSS version 25 (Statistical Program For Social Science). The data that will be

obtained later is the result of collecting respondents' opinions obtained from distributing questionnaires or surveys to Spectrum Billiard & Cafe Malang employees.

Research data sources Primary data, (2020:39). Data that comes from original or first sources. In this study, researchers obtained primary data through questionnaires, and Secondary data, are various sources of information collected by researchers to complete the needs of the study. This secondary data is in the form of literature, journals, articles, or other sites related to the research being conducted. According to the research method used is quantitative, the type of data obtained from interviews, and using questionnaires, and the research analysis method uses multiple linear analysis by analyzing the influence of discipline, work facilities and work motivation on the performance of spectrum billiard & cafe malang employees. According to Sugiyono (2018:456) secondary in data sources are data that do not directly provide data to respondents. While the population is 52 employees. The researcher used a sampling technique with a saturated sample method, because it took all employees consisting of 50 people except managers and supervisors.

Heoretical Basis literature riview

A. Definition of Discipline

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Operational Definition

The variables to be studied in this study are attributes, traits or values that a person and object have that differ from one another in one group Sugiyono (2021).

The variables used as objects include: Free Variable (Independent)

According to Sugiyono (2021), the dependent variable that influences the occurrence of change is the emergence or absence of the dependent variable. There are three independent variables in this study, namely: a. Discipline (X₁), b. Work Facilities (X₂), c. Work Motivation (X₃)

Dependent Variable (Dependent)

Sugiyono (2021, p. 75) is a variable that is influenced or caused by the existence of independent variables. a. Employee Performance (Y)

Data Collection Techniques

Observation

Sugiyono (2021) observation is a method of data collection that has specific characteristics when compared to other techniques.

Sugiyono (2021) questionnaire is a data collection technique by asking questions to respondents

Interviews

According to Sugiyono (2021:214) questions submitted by researchers directly to leaders or authorities

Documentation

According to Sugiyono (2021:194) documentation can be in the form of images, data or books to support other documents that have not been studied from respondents, including personal letters, reports, meeting minutes, and other documents. Examples that use documentation techniques are as follows:

According to Sugiyono (2021:223) observation is a data collection technique that has specific characteristics when compared to other techniquesK

Questionnaire According to Sugiyono (2021:129) a questionnaire is a data collection technique carried out by providing a set of questions or statements

Interview

According to Sugiyono (2021:214) it is used as a data collection technique by means of questions and answers with leaders or authorities

Documentation

According to Sugiyono (2021:194) documentation is a data collection technique that is not aimed directly at the research subject, and the documents studied can be of various types and not only official documents, can be in the form of diaries, personal letters, reports, meeting minutes, and other documents. Examples that use documentation techniques are as follows:

- a. Brief History of Spectrum Billiard & Cafe Malang
- b. Location of Spectrum Billiard & Cafe Malang Company
- c. Spectrum Billiard & Cafe Malang Employees

Data Instrument Testing

Validity Test

To find out whether the data on the instrument is suitable for use. Where this validity test is to find out whether an instrument can or cannot obtain data. According to Sugiyono (2019, p. 267) states that "validity is the degree of accuracy between the data that occurs in the research object and the power that can be reported by the researcher". To test validity, the following formula can be used:

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{\{n\sum X^2 - (\sum X)^2\}\{n\sum Y^2 - (\sum Y)^2\}}}$$

Reliability Test

As a measuring instrument that is declared valid, its reliability is sought in the sense that this instrument has a reliability coefficient value between 0 and 1. If the coefficient value is close to 1, the instrument is said to be reliable. A measure is used which shows whether the statement is reliable or not if the Cronbach Alpha value (α) > 0.60. To calculate it, you can use the following formula (Ghozali, dala Riyanto & Hatmawan 2020)):

$$r_{11} = \left(\frac{k}{k-1} \right) \left(1 - \frac{\sum \delta_b^2}{\delta_t^2} \right)$$

Analysis Techniques and Hypothesis Testing

Data analysis from questionnaires, interview results, field notes, systematic documentation by collecting, organizing data in sorting out the important ones to be studied, and making conclusions so that they are easy to understand for yourself and others Sugiyono (2020). Using Multiple Linear Regression Analysis.

Classical Assumption Test

is carried out after conducting regression analysis and determination coefficients. The classical assumption test consists of:

Normality Test

A normality test to test normally distributed residual variables in a model. A regression model that meets the requirements has normally distributed residual variables Ghozali (2021:196).

Multicollinearity Test

The multicollinearity test is used to test whether there is a correlation between independent variables in the regression model Ghozali (2021:157).

Heteroscedasticity Test

Used to determine the inequality of variance from the residuals of one observation to another in a regression model Ghozali (2021:178). If the Sig. value. (2-tailed) < 0.05 then heteroscedasticity occurs.

If the Sig. (2-tailed) value > 0.05 then heteroscedasticity does not occur.

Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical method for testing the effect of independent variables on dependent variables. (Ghozali, 2021:8).

$$Y = a + b_1X_1 + b_2X_2 + e$$

The results of the multiple regression equation are then analyzed using several statistical tests.

Hypothesis Testing

a. T-test (Partial test)

This t-test is used to determine the significance of the influence of independent and dependent variables, Bahri (2018). The testing steps using the t-test are as follows:

1) hypothesis test

Ho: the influence of the independent variable is not significant H1: the influence of the independent variable is significant

2) The level of significance determines the trust used in this study is 95%, so the level

of significance used is $\alpha = 0.05$.

3) The t-count and t-table values of this study were calculated using SPSS for Windows version 25 software. While the t-table is seen from the t-table and calculated using the formula = FINV (α ; df) where α is the level of significance taken, namely 0.05 df is the degree of freedom which shows the number of samples minus the number of independent variables, namely $df_2 = \dots$

4) Determine the decision, namely acceptance or rejection of the null hypothesis.

5) H_0 is accepted and H_1 is rejected if the t-count is in the range -t-table to + t-table and Sig. > α which means the effect of the independent variable on the dependent variable is not significant.

6) H_0 is rejected and H_1 is accepted if the t-count is not in the range of -t-table to + t-table and Sig. < α which means the effect of the independent variable on the dependent variable is significant. Since this is a 2-way test, this decision area can be described in the form of a normal curve with 2 tails as shown in the following figure.

T-Test Image 3-1

b. F Test (Simultaneous Testing)

The F test is also one of the model feasibility tests (Goodness of Fit Model). The results of this test will show whether all independent variable hypotheses entered into the model have a joint effect on the dependent variable and determine the feasibility of the regression model (Bahri, 2018). The steps of the F test include the following.

1) Formulate a hypothesis test

H_0 : the regression model formed does not meet the goodness of fit model so it is not feasible and cannot be used to predict the dependent variable.

H_1 : the regression model formed meets the goodness of fit model so it is feasible and can be used to predict the dependent variable.

2) Determine the real level or significance level (α)

The confidence level used in this study is 95%, so the real level or significance level used is $\alpha = 0.05$.

3) Calculating the F-count and F-table values

In this study, the F-count value is calculated using SPSS for Widows software version 25. While the F-table is seen from the F table or calculated via excel with the formula = FINV (α ; df_1 ; df_2) where α is the significance level taken, which is 0.05. df_1 is the degree of freedom that shows the number of independent variables, in this study there are 3 independent variables, so $df_1 = 3$. While df_2 is the number of samples minus the number of independent variables, minus one, namely $df = \dots$

4) Determining the decision area, namely the area where the null hypothesis is accepted or rejected.

a. H_0 is accepted and H_1 is rejected if F is calculated $\leq$ F table and Sig. > α , meaning that the regression model formed is not feasible and cannot be used to predict the dependent variable.

H_0 is rejected and H_1 is accepted if F is calculated > F table and Sig. > α , meaning that the regression model formed meets the goodness of fit model or the regression model and can be used to predict the dependent variable. If based on the two Goodness of Fit Model tests, both the determination test (R-Square) and the F test indicate that the regression model is suitable for use, the next step is to form the regression model.

b. H_0 is accepted and H_1 is rejected if the t-count is in the range of -t-table to +t-table and Sig. > α , meaning that the influence of the independent variable on the dependent variable is not significant.

H_0 is rejected and H_1 is accepted if the t-count is not in the range of -t-table to +t-table

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and Sig. < α , meaning that the influence of the independent variable on the dependent variable is significant.

Because it is a 2-way test, this decision area can be described in the form of a normal curve with 2 tails (two tailed) as shown in the following figure.

T-Test Image

a. Determination Coefficient (R^2)

Determination test to measure the extent to which the model (independent variable) explains the variance of the dependent variable (Ghozali. 2021:147). The determination coefficient value is at point $0 \leq R^2 \leq 1$. With SPSS analysis, the test criteria are as follows: 1) Assess the Model Summary table, see the R value, Square (Coefficient of determination). If the R^2 value is close to 1 or > 0.5 , then the independent variables are considered unable to explain the variation of the dependent variable.

4. Results

Work Facilities and Work Motivation for Spectrum Billiard & Cafe Malang Employees. The respondents used in this study were 50 employees. The conclusions of the research results above are as follows: 1. Discipline affects the performance of Spectrum Billiard & Cafe Malang employees. This means that discipline can improve employee performance. 2. Work Facilities affect employee performance at Spectrum Billiard & Cafe Malang Employees. This means that work facilities can improve employee performance. 3. Work motivation affects employee performance at Spectrum Billiard & Cafe Malang Employees. This means that work motivation can improve employee performance.

5. DISCUSSION

The indicators of the Discipline variable (X_1) are divided into five statements. The results can be seen in the following table:

Table 1. Frequency Distribution of Discipline Variable Items (X_1)

Item	Score										Mean
	1		2		3		4		5		
	F	%	F	%	F	%	F	%	F	%	
X1.1	0	0%	0	0%	21	42%	18	36%	11	22%	3,8
X1.2	0	0%	0	0%	3	6%	31	62%	16	32%	4,26
X1.3	0	0%	0	0%	0	0%	30	60%	20	40%	4,4
X1.4	0	0%	0	0%	0	0%	27	54%	23	46%	4,46
X1.5	0	0%	0	0%	9	18%	27	54%	14	28%	4,1
Total Score											4,20

Source: Data processed by researchers, 2024

Table 1 above is the frequency distribution of respondents' perceptions of each question in the questionnaire that measures respondents' perceptions of Discipline in Spectrum Billiard & Cafe Malang Employees. There are 5 statement items from 5 indicators of the Discipline Variable. The average value of respondents' answers obtained from the Discipline Variable questionnaire is 4.20, which means that respondents agree with the Discipline Variable questionnaire.

b. Distribution of Respondents' Answers Regarding the Work Facilities Variable (X₂)

The indicators of the Work Facilities variable (X₂) are divided into six statements. The results can be seen in the following table:

Table 2. Frequency Distribution of Work Facilities Variable Items (X₂)

Item	Score										Mean
	1		2		3		4		5		
	F	%	F	%	F	%	F	%	F	%	
X2.1	0	0%	0	0%	19	38%	22	44%	9	18%	3,8
X2.2	0	0%	0	0%	8	16%	23	46%	19	38%	4,22
X2.3	0	0%	0	0%	7	14%	22	44%	21	42%	4,28
X2.4	0	0%	0	0%	7	14%	26	52%	17	34%	4,2
X2.5	0	0%	0	0%	12	24%	25	50%	13	26%	4,02
X2.6	0	0%	0	0%	6	12%	31	62%	13	26%	4,14
Total Score											4,11

Source: Data processed by researchers, 2024

Table 2 above is the frequency distribution of respondents' perceptions of each question in the questionnaire that measures respondents' perceptions of Work Facilities for Spectrum Billiard & Cafe Malang Employees. There are 6 statement items from 3 indicators of the Work Facilities Variable. The average value of respondents' answers obtained from the Work Facilities Variable questionnaire is 4.11, which means that respondents agree with the Work Facilities Variable questionnaire.

c. Distribution of Respondents' Answers Regarding the Work Motivation Variable (X₃)

The indicators of the Work Motivation variable (X₃) are divided into six statements. The results can be seen in the following table:

Table 3 Frequency Distribution of Work Motivation Variable Items (X₃)

Item	Score										Mean
	1		2		3		4		5		
	F	%	F	%	F	%	F	%	F	%	
X3.1	0	0%	5	10%	18	36%	13	26%	14	28%	3,72
X3.2	0	0%	0	0%	5	10%	31	62%	14	28%	4,18
X3.3	0	0%	0	0%	7	14%	27	54%	16	32%	4,18
X3.4	0	0%	0	0%	4	8%	26	52%	20	40%	4,32
X3.5	0	0%	0	0%	3	6%	23	46%	24	48%	4,42
X1.6	0	0%	0	0%	2	4%	22	44%	26	52%	4,48
Total Score											4,22

Source: Data processed by researchers, 2024

Table 3 above is the frequency distribution of respondents' perceptions of each question in the questionnaire that measures respondents' perceptions of Work Motivation among Spectrum Billiard & Cafe Malang employees. There are 6 statement items from 6 indicators of the Work Motivation Variable. The average value of respondents' answers obtained from the Work Motivation Variable questionnaire is 4.22, which means that respondents agree with the Work Motivation Variable questionnaire.

d. Distribution of Respondents' Answers Regarding the Employee Performance Variable (Y₁)

The indicators of the Employee Performance variable (Y) are divided into six statements. The results can be seen in the following table:

Table 4. Frequency Distribution of Employee Performance Variable Items (Y)

Item	Score										Mean
	1		2		3		4		5		
	F	%	F	%	F	%	F	%	F	%	
Y1.1	0	0%	0	0%	8	16%	26	52%	16	32%	4,16
Y1.2	0	0%	0	0%	3	6%	26	52%	21	42%	4,36
Y1.3	0	0%	0	0%	5	10%	24	48%	21	42%	4,32

Y1.4	0	0%	0	0%	9	18%	24	48%	17	34%	4,16
Y1.5	0	0%	0	0%	15	30%	18	36%	17	34%	4,04
Y1.6	0	0%	0	0%	2	4%	22	44%	26	52%	3,58
Total Score											4,10

Source: Data processed by researchers, 2024

Based on table 4 above is the frequency distribution of respondents' perceptions of each question in the questionnaire that measures respondents' perceptions of Employee Performance at Spectrum Billiard & Cafe Malang Employees. There are 6 statement items from 6 Employee Performance Variable indicators. The average value of respondents' answers obtained from the Employee Performance Variable questionnaire is 4.10, which means that respondents agree with the Employee Performance Variable questionnaire.

Authors should explain the empirical and theoretical benefits, the economic benefits, and the existence of any new findings. The author may present any major flaws and limitations of the study, which could reduce the validity of the writing, thus raising questions from the readers (whether, or in what way), the limits in the study may have affected the results and conclusions. Limitations require a critical judgment and interpretation of the impact of their research. The author should provide the answer to the question: Is this a problem caused by an error, or in the method selected, or the validity, or something else?

6. CONCLUSION

The results of the study above can be concluded as follows:

1. Discipline affects the performance of Spectrum Billiard & Cafe Malang employees. This means that discipline can improve employee performance.
2. Work facilities affect employee performance at Spectrum Billiard & Cafe Malang employees. This means that work facilities can improve employee performance.
3. Work motivation affects employee performance at Spectrum Billiard & Cafe Malang employees. This means that work motivation can improve employee performance.

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