



# The Effect of Work Discipline and Work Motivation on Employee Performance Cleaning Service at PT Ganendra Wijaya

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Published online: 21 June 2025

## Abstract:

The purpose of this study was to analyze the effect of work discipline and work motivation on the performance of cleaning service employees at PT Ganendra Wijaya. This study used a quantitative method, with a population of all employees of PT Ganendra Wijaya in Lampung Province totaling 148 people. The sampling technique used was saturated sampling, where all members of the population were used as respondents in this study. Data collected through observation and questionnaires were analyzed using validity tests, reliability tests, multiple linear regression analysis, and hypothesis tests. The results of the validity test showed that all statement items were declared valid, while the reliability test indicated that all variables had reliable properties. Multiple linear regression analysis showed that work discipline (X1) had a positive effect on employee performance (Y) with a regression coefficient of 0.658, while work motivation (X2) also had a positive effect with a coefficient of 0.305. The coefficient of determination test (R<sup>2</sup>) revealed that 85.2% of the variation in employee performance could be explained by work discipline and work motivation. The results of the hypothesis test show that both work discipline and work motivation have a significant influence on employee performance, with a significant value of 0.001. This study emphasizes the importance of work discipline and work motivation in improving employee performance at PT Ganendra Wijaya.

Keywords : Work Discipline; Work Motivation; Employee Performance

## Introduction

In a company, human resources are a key element in achieving the company's goals planned in the development of human resources from each company which is useful in various ways (Agustriani et al., 2022). Superior and quality human resources will affect the company's output (Sitopu et al., 2021). Technological developments and environmental changes make human resources an important factor in development determining the ability of an organization or company to compete globally (Perry & Hayadi, 2023).

The work results of an employee who carries out his work according to the duties and responsibilities given by the company are good employee performance. Each activity carried out by employees has different levels of ability in carrying out their duties in improving the development of the company from employee performance or performance, this company must be able to monitor the performance of each employee whether the employee is able to carry out their duties or not (Nur Adinda et al., 2023).

One of the factors that affects employee performance is work discipline and work motivation (Jufri and Zikriati Mahyani, 2020). Discipline is a procedure that corrects subordinates for violating the provisions applied. Good discipline describes the amount of work given to employees, this can increase work enthusiasm and the realization of company, employee and community goals (Putra et al., 2023). Indicators of work discipline include: complying with all company regulations, effective use of time, responsibility in work and absenteeism rate (Sadat et al., 2020). Motivation is very important to

encourage employees to develop their abilities in the work that is their responsibility, highly

motivated employees can be assessed from their performance in completing tasks while unmotivated employees are assessed to have lower performance than before (Jufri and Zikriati Mahyani, 2020)

Things that can affect employee work motivation and work discipline have been proven by (Siswadi et al., 2024) who said in a study entitled "The Role of Employee Performance in Work Motivation and Work Discipline" which shows that work motivation and work discipline have a positive and significant effect and are considered to have a dominant contribution to the performance of employees of the Pinang City Regional General Hospital by strengthening work motivation and work discipline together to provide better performance improvements.

In the world of work, time management is one of the important factors in work discipline that can determine success, time management is related to how someone can organize or schedule each activity so that all work can be completed properly and on time, by implementing a good time management system can increase a company's chances of success are developed (Nadhirin & Surur, 2020). It can be concluded that time management aims to complete predetermined targets and is accustomed to working with time discipline, an undisciplined attitude that makes work increasingly difficult to complete, but there are still many employees of service companies who have not been able to implement work discipline, one of which is PT Ganendra Wijaya, Lampung Province. PT Ganendra Wijaya is an outsourcing company in the field of cleanliness and other fields that provides security and labor services founded in 2010 and registered at Puri Surya Jaya Nagoya Residence G 3/220 Ketajen, Sidoarjo Regency, East Java. This company provides cleaning services to places in need by deploying professional cleaning service workers in cleanliness. PT Ganendra Wijaya, Lampung Province, located at Jl Pahlawan no 91 rt 015, Surabaya Village, Kedaton District, Bandar Lampung, has been collaborating with Abdoel Moeloek General Hospital since 2022 to use the services of

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cleaning service employees in the field of cleanliness. With the results of the researcher's initial observations, it was found that the problem was that work discipline and work motivation at PT Ganendra Wijaya were not optimal and employee discipline was still low. Based on observations in the field, the condition of some employees does not comply with the regulations set by the company, this is indicated by the presence of employees who do not come to work on time, employees who are late in signing in, going home from work that does not comply with the regulations set, and not complying with company regulations that do not comply with company provisions. According to the results of interviews with supervisors of PT Ganendra Wijaya, Lampung Province regarding employee discipline, there are some employees who obey the rules and do not obey the rules as assessed from the way they dress and employee discipline, so that the quality of company performance increases, supervisors have procedures in the field such as briefings or directions every morning before employees start working activities and after returning home so that in the future if problems occur in the field, they can be discussed or resolved together. Each employee who has a problem with violations will receive different sanctions such as frequent permission, being late, absenteeism, and more fatal ones such as fighting in the field, harassment and others. The first thing the supervisor will do is summon employees verbally or reprimand them personally, the second if employees still violate company rules will be subject to summons 1, summons 2, summons 3 and dismissal of the employee. From the results of the initial data collection in the form of a resume of employee absences from the Cleaning Service of PT Ganendra Wijaya, Lampung Province in October 2024 as follows:

**Table 1. Employee Absence Data for Cleaning Service PT Ganendra Wijaya Lampung Province, October 2024**

No	Name Employee	Number of Violation Cases			Amount
		TL	Kinder garten	PA	
1.	AT	-	-	1	1
2.	AC	3	-	2	5
3.	AS	-	-	1	1
4.	AW	1	4	2	7
5.	AWL	6	-	-	6
6.	AG	9	-	1	10
7.	AR	11	-	1	12
8.	AM	3	-	-	3
9.	AM	2	-	-	2
10.	AG	4	-	2	6
11.	AN	2	-	1	3
12.	AE	3	9	-	12
13.	AN	7	-	2	9
14.	AQ	3	-	-	3
15.	AW	5	-	-	5
16.	AS	7	-	-	7
17.	AY	3	-	2	5
18.	AR	8	-	-	8
19.	AT	10	13	-	23
20.	BA	1	-	1	2
21.	BA	5	-	1	6
22.	CS	2	5	2	9
23.	CA	3	-	-	3
24.	DM	4	-	-	4
25.	DA	4	-	3	7
26.	DK	4	-	-	4
27.	DE	4	-	-	4
28.	DMS	3	-	-	3
29.	ES	3	-	-	3
30.	EK	5	-	6	11
31.	EN	4	-	-	4
32.	EP	9	3	4	16
33.	ES	2	-	-	2
34.	EH	6	-	-	6
35.	FS	8	4	7	19

36.	FA	5	-	-	5
37.	FJ	14	-	-	14
38.	FY	8	-	-	8
39.	FI	3	-	-	3
40.	FS	1	-	2	3
41.	GI	7	-	1	8
42.	HA	3	-	-	3
43.	HA	5	-	-	5
44.	HKT	6	-	-	6
45.	HO	6	-	2	8
47.	JR	6	-	1	7
48.	KD	3	-	-	3
49.	KA	8	-	-	8
50.	KK	3	-	-	3
51.	KO	4	-	-	4
52.	LA	11	-	6	17
53.	LD	3	-	3	6
54.	LD	3	-	-	3
55.	MA	1	-	4	5
56.	MH	7	-	5	12
57.	MS	5	-	-	5
58.	MY	10	7	1	18
59.	MZ	3	-	-	3
60.	MA	16	-	-	16
61.	MA	1	8	1	10
62.	MA	3	-	-	3
63.	MS	8	-	-	8
64.	MU	-	6	1	7
65.	MU	3	-	-	3
66.	NY	15	-	-	15
67.	NK	8	-	1	9
68.	NR	5	11	-	16
69.	NM	2	-	1	3
70.	NO	-	4	-	4
71.	NS	2	-	-	2
72.	NI	-	-	1	1
73.	NU	1	-	3	4
74.	NU	6	-	2	8
75.	PTA	9	-	-	9
76.	PW	2	-	-	2
77.	RA	9	-	1	10
78.	RY	1	-	-	1
79.	RA	4	-	-	4
80.	RO	5	-	-	5
81.	RU	11	-	2	13
82.	SM	5	10	1	16
83.	SF	4	12	1	17
84.	SW	4	-	-	4
85.	SE	10	-	-	10
86.	SE	-	-	1	1
87.	SS	3	-	-	3
88.	SW	-	-	23	23
89.	SU	3	-	-	3
90.	SU	3	-	-	3
91.	SU	5	-	-	5
92.	TA	7	-	-	7
93.	TA	6	-	2	8
94.	TM	4	-	-	4
95.	US	1	-	2	3
96.	US	3	-	-	3
97.	WA	2	-	-	2
98.	WR	9	-	1	10
99.	YSD	11	-	-	11
100.	YP	1	4	1	6
101.	YS	6	1	-	7
102.	ZM	6	-	-	6
<b>AMOUNT</b>		<b>483</b>	<b>101</b>	<b>109</b>	<b>693</b>

Note: TL: Late, TK: No Information, PA: Left Early  
Source: Company Data, October 2024

Based on the employee attendance table data above, the number of employees of PT Ganendra Wijaya Lampung Province is 148 employees. However, there are still many employees who violate work discipline at PT Ganendra Wijaya, this is reflected in the data that during one month there were 102 employees

who violated discipline. With the number of cases of late violations as many as 483 times, absent as many as 101 times, and leaving early as many as 109 times, with the results of the number of violation cases all of which are late, absent, and leaving early violations as many as 693 times, it can be said that the number is quite high in terms of disciplinary violations. Considering the undisciplined behavior of employees mentioned above, company leaders must recognize and assess behavior and provide motivation to employees. Providing motivation to employees can obtain a fairly good increase in performance assessments, this can be proven by the still low level of employee awareness to comply with regulations regarding discipline and punctuality (Alami et al., 2023).

Based on the problems above, this study aims to examine "The Influence of Work Discipline and Work Motivation on the Performance of Cleaning Service Employees at PT Ganendra Wijaya".

## LITERATURE REVIEW

### Work Discipline

Employee work discipline is an employee's action or behavior to comply with company regulations (Sadat et al., 2020). Disciplined behavior is very much needed in the environment and personality of the employee himself, employees who have high motivation in their respective jobs (Pranitasari & Khotimah, 2021a). Each employee must improve discipline in waiting for regulations or policies in the agency for the implementation of high discipline, so it can be said that a high level of employee work discipline can be said that a high level of employee work discipline can show their best performance in working which has an impact on the performance of the organization or company that is increasingly developing (Tri Anggara et al., 2023).

In measuring work discipline according to Rivai in (Rahayu & Dahlia, 2023) he put forward the following indicators:

1. Presence
2. Compliance with work regulations.
3. Adherence to work standards.
4. High level of alertness.
5. Work ethics.

### Work motivation

Motivation is a desire that arises from within a person or individual to carry out activities with sincerity, joy so that the results of the work of the activities carried out are good and of high quality (Kusjono & Ramadhan, 2024). According to (Aulia Fitri Tsuraya & Jhon Fernos, 2023) motivation is an aspect that inspires someone to act, in this sense motivation is often interpreted as an aspect of a person's attitude to activity. Work motivation is a skill in directing or controlling someone to take action on the desired behavior based on predetermined goals (Wahjoedi, 2021). According to (Nur Adinda et al., 2023) work motivation is an encouragement or spirit that drives someone to do work with all efforts and work effectively to achieve company goals. Good and high motivation will have an impact on the growth and development of a company.

In measuring work motivation, (Yuliana, 2018) the following indicators are put forward:

1. Physical needs.
2. Safety and security needs.
3. Need for acceptance.
4. Self-esteem needs.
5. Need for actualization.

### Employee performance

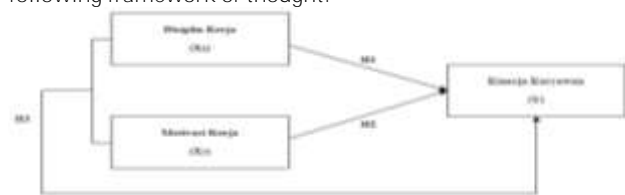
Performance is a real behavior that is displayed by each person as a work achievement produced by employees

according to their role in the company, and something that is very important in the company to achieve goals (Lina STITMA, 2020). Factors that can grow employee performance are the potential from within the employee itself in the form of potential that continues to be developed and adjusted to their needs in working (Setyo Widodo et al., 2022).

According to (Afandi, 2018), basically there are many indicators that can influence the level of employee performance in a company, including the following:

1. Quantity of work results.
2. Quality of work results.
3. Efficiency.
4. Discipline.
5. Initiative.
6. Accuracy.
7. Leadership.
8. Creativity
9. Honesty.

Based on the description above, to clarify the variables of work discipline and work motivation that influence employee performance in this study, the researcher will propose the following framework of thought:



**Figure 1. Framework of Thought**  
Source: Data processed, 2024

Based on Figure 1, this study produced 3 hypotheses, namely:

- H1: Work discipline has a positive and significant effect on employee performance at PT Ganendra Wijaya.  
 H2: Work motivation has a positive and significant effect on employee performance at PT Ganendra Wijaya.  
 H3: Work discipline and work motivation have a positive and significant effect on employee performance at PT Ganendra Wijaya.

## Method

The type of research used in this study is using a quantitative method, according to (Sihotang et al., 2023) argues that quantitative research is a research method based on the philosophy of positivism, quantitative research includes the formulation of theories, design, hypothesis determination, and subject selection, all of which are supported by data collection and subsequent data analysis aimed at ensuring the validity of pre-existing hypotheses.

The population in this study were all employees at PT Ganendra Wijaya in Lampung province totaling 148 people. Meanwhile, the sampling technique in this study used saturated sampling, meaning that the entire population was used as sample members, totaling 148 people. Data collection techniques in this study were observation and instrument questionnaires, the research instruments used were in the form of questions related to the indicators being measured. Activities in data analysis are grouping data according to the variables studied, performing calculations to answer the problem formulation, and performing calculations to test the hypotheses that have been proposed. The data analysis methods used in conducting this study are instrument testing (validity test, reliability test), multiple linear regression analysis, coefficient of determination test, hypothesis test (t test or f test).

### 1. Validity Test

Validity testing is a process that aims to determine whether a measurement instrument, such as questions in a questionnaire, has validity or not (Nurlatifah & Anggraeni, 2024). According to Sugiyono (2022), an instrument is said to be valid if there is a similarity between the data that actually occurs in the research subject and the data collected by the researcher. A valid instrument is an instrument that is able to produce accurate data and is in accordance with the reality observed or measured.

2. Reliability Test

Reliability testing is measuring the variables used through the questions used, the reliability test is carried out by comparing the Cronbach's alpha value with the level or significance level used which can be 0.5 0.6 to 0.7 depending on the needs of the research (Darma, B, 2021).

3. Multiple Linear Regression Analysis Test

The statistical method used to study the relationship between one dependent variable (dependent variable) with two or more independent variables (independent variables) that influence it is a multiple linear regression analysis (Irrawati & Mukaramah, 2024). Multiple linear regression has an equation mode which is interpreted if the relationship between one dependent variable (Y) with two or more independent variables (X<sub>1</sub>, X<sub>2</sub>.... X<sub>n</sub>). According to (Irrawati & Mukaramah, 2024) the multiple linear regression equation expressed by:

$$Y = a + b_1 X_1 + b_2 X_2 + bn Xn$$

Understanding :

Y= dependent variable (predicted variable value)

a = constant

b<sub>1</sub>, b<sub>2</sub>...., bn = regression coefficient values .

4. Determination Coefficient Test (R<sup>2</sup>)

The coefficient of determination is a tool to measure the ability of a model to explain the variation of the dependent variable. The value of the coefficient of determination is between zero or one, a small R<sup>2</sup> value means the ability of the independent variables to explain the variation of the dependent variable is limited and vice versa if the value is close to 1 it means that the independent variables provide almost all the information needed to predict the variables.(Rahman et al., 2020).

5. Hypothesis Test (t-Test)

According to ( Waluyo, E et al., 2024) hypothesis testing is an inferential statistical science that includes hypothesis testing, which is used to statistically test a statement and draw conclusions whether the statement can be accepted or not. According to (Ghoza lai in Rahman et al., 2020) saying that hypothesis testing is a procedure that will produce a decision to accept or reject a hypothesis using a partial test (t-test):

t<sub>count</sub> < t<sub>table</sub> = Ho accepted (Ha rejected)

t<sub>count</sub> > t<sub>table</sub> = Ho ditolak (Ha accepted)

- If tcount < ttable, product quality does not have a significant effect on consumer satisfaction.
- If tcount > ttable, product quality has a significant effect on consumer satisfaction.

The t-test is used to test one or two populations, and the one-sample t-test compares two means to determine whether the difference in means is a fact or a coincidence ( Waluyo, E et al., 2024).

6. Hypothesis Test (f-Test)

The f test is a test to see how all independent variables together affect the dependent variable or to test whether the regression model created is significant or not significant , to understand the f test, namely if the F-count <from F-table then the result (f test) is not valid, it is better if the F-count> from F-table then the result (f test) is declared valid (Amelia Tahitu, 2024).

Research result

Results

Variables	Item	r count	r table	Information
Work Discipline (X1)	X1.1	0.895	0.161	Valid
	X1.2	0.899	0.161	Valid
	X1.3	0.915	0.161	Valid
	X1.4	0.885	0.161	Valid
	X1.5	0.923	0.161	Valid
Work Motivation (X2)	X2.1	0.874	0.161	Valid
	X2.2	0.913	0.161	Valid
	X2.3	0.901	0.161	Valid
	X2.4	0.901	0.161	Valid
	X2.5	0.927	0.161	Valid
Employee Performance (Y)	Y.1	0.881	0.161	Valid
	Y.2	0.944	0.161	Valid
	Y.3	0.945	0.161	Valid
	Y.4	0.920	0.161	Valid
	Y.5	0.921	0.161	Valid

a) Employee Age Percentage Data

The results of the analysis of respondents based on employee age can be seen in the chart below.



Figure 2. Percentage of Employee Age  
Source: Data processed, 2025

Based on Figure 2 above, it can be seen that the total number of this study was 148 respondents, the number of respondents aged 18-25 years was 91 employees with a percentage of 61.5%, those aged 26-35 years were 40 employees with a percentage of 27%, and those aged 36-50 years were 17 employees with a percentage of 11.5%. This shows that employees at PT Ganendra Wijaya are dominated by individuals who are in the young age range of 18-25 years who are considered as productive age.

b) Employee Gender Percentage Data

The results of the analysis of respondents based on gender can be seen in the chart below:



Figure 3. Gender Percentage  
Source: Processed data, 2025

Based on Figure 3 above, it can be concluded that the total number of this study was 148 respondents, with the number of respondents 74 male employees with a percentage of 50%, and the number of respondents 74 female employees with a percentage of 50%. This balance shows that PT Ganendra Wijaya has an equal gender presentation among employees, with the same proportion of men and women.

### 1. Validity Test

(Ghozali in Yusril, 2023) said the criteria for validity or not is if the correlation between the scores of each question item with the total score has a significant level  $<0.05$  and  $r_{count} > r_{table}$  then the item is declared valid. The  $r_{table}$  value used is 0.161, here are the results of the validity test for each variable:

Table 2 shows that all statement items have a calculated  $r$  value  $> r_{table}$ , with a significance level of 0.05 and an  $r_{table}$  of 0.161, so it can be concluded that all statements in variables X1, X2, and Y are valid .

### 2. Reliability Test

Reliability measurements were carried out using SPSS version 26 with the Cronbach Alpha test, the following are the results of the reliability test for each variable:

No	Variables	Cronbach's Alpha	Required Cronbach Alpha	Information
1	Work Discipline	0.943	0.6	Reliable
2	Work motivation	0.942	0.6	Reliable
3	Employee performance	0.955	0.6	Reliable

Source: Data processed using SPSS 26, processed 2025

The table above shows that all variables have a Cronbach Alpha value of more than 0.6. Based on this, all variables are reliable.

### 3. Multiple Linear Regression Analysis Test

Multiple linear regression analysis is used to test the hypothesis of the simultaneous and partial influence between independent variables on the

dependent (Aryani & Gustian, 2020). The regression equation can be seen in the SPSS version 26 output in table 4.

$$Y = a + b1.x1 + b2.x2$$

$$= 0.715 + 0.658 + 0.305$$

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error			
(Constant)	0.715	0.595		1,203	0,231
Work Discipline	0.658	0.051	0.670	12,989	0,000
Work motivation	0.305	0.053	0.298	5,778	0,000

Source: Data processed using SPSS 26, processed 2025

Based on this equation, it can be explained as follows:

- 1) The value of  $a$  of 0.715 is a constant or a condition when the employee performance variable (Y) has not been influenced by other variables, namely the work discipline variable (X1) and work motivation (X2). If there is no independent variable, the employee performance variable does not change.
- 2)  $b_1$  (regression coefficient value X1) of 0.658 shows that the work discipline variable has a positive influence on employee performance, which means that every 1 unit increase in the work discipline variable will affect the performance of PT Ganendra Wijaya employees by 0.658, assuming that other variables are not examined in other studies.
- 3)  $b_2$  (regression coefficient value X2) of 0.305 shows that the work motivation variable has a positive influence on employee performance, which means that every 1 unit increase in the work motivation variable will affect the performance of PT Ganendra Wijaya employees by 0.305, assuming that other variables are not studied in other studies.

### 4) Determination Coefficient Test ( $R^2$ )

Model	Model Summary			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,923 <sup>a</sup>	,852	,850	1.48586

Source: Data processed using SPSS 26, processed 2025

Based on table 5 above, the results of the determination coefficient test show that the R Square coefficient ( $R^2$ ) is 0.852 or 85.2%. This explains that the percentage of the influence of the independent variables, namely work discipline and work motivation on the performance of PT Ganendra Wijaya employees is 85.2%, which shows a high R Square value and has a good level of conformity with the data used. While the remaining 14.8% is influenced by other variables not included in this research model.

### 5) Hypothesis Test (T)

The t-test is basically used to determine the effect of independent variables partially on dependent variables. The results of the t-test are as follows: Based on table 6,

the results of the t-test in this study were carried out with a significant value of 5% (0.05), while the t-table value was calculated using the formula  $df = n - k$  or  $df = 148 - 2 = 146$ , and the t-table value was 1.976. To determine the magnitude of the influence of each independent variable partially on the dependent variable.

- 1) H1: Hypothesis test of work discipline on employee performance  
Shows that the significant value of the influence of work discipline (X1) on employee performance (Y) is  $0.001 < 0.05$  and the calculated t value is  $25.615 > t$  table value of 1.976, then  $H_0$  is rejected and  $H_a$  is accepted. This means that there is a significant influence of work discipline on employee performance at PT Ganendra Wijaya.
- 2) H2: Hypothesis test of work motivation on employee performance  
Showing that the significant value of the influence of work motivation (X1) on employee performance (Y) is  $0.001 < 0.05$  and the calculated t value is  $17.609 > t$  table value of 1.976, then  $H_0$  is rejected and  $H_a$  is accepted. This means that there is a significant influence of work motivation on employee performance at PT Ganendra Wijaya.

**6) Hypothesis Test (F)**

The f-test aims to determine the impact of all variables including work discipline and work motivation together on employee performance. The results of the f-test are as follows:

ANOVA <sup>a</sup>					
Model		Sum of Squares	DF	Mean Square	F
1	Regression	1843,515	2	921,757	417,505
	Residual	320,127	145	2,208	
	Total	2163,642	147		

Source: Data processed using SPSS 26, processed 2025

From table 7 the results of the research test can be obtained significant values for work discipline (X1) and work motivation (X2) on employee performance (Y) is  $0.00 < 0.05$  and f count  $417.505 > f$  table value 3.06, this proves that  $H_0$  is rejected and  $H_a$  is accepted. This means that there is a significant influence of work discipline (X1) and work motivation (X2) on employee performance (Y) of PT Ganendra Wijaya.

**Discussion**

Based on the results of the analysis, it shows that the variables of work discipline and work motivation that influence employee performance produce 3 hypotheses, namely:

H1: Work discipline has a positive and significant effect on employee performance at PT Ganendra Wijaya.

Coefficients <sup>a</sup>				
Model	T Count	T Table	Sig.	Information
(Constant)	3,288		0,001	
<b>Work Discipline</b>	25,615	1,976	0,000	Positive and Significant
<b>Work motivation</b>	17,609	1,976	0,000	Positive and Significant

Based on the results of the first hypothesis test, it was found that the work discipline variable has a positive and significant effect on employee performance, it can be seen that many employees at PT Ganendra Wijaya violate work discipline regulations which include attendance and compliance with regulations. If employees are disciplined in terms of attendance

and comply with existing regulations in the company, employee performance in carrying out duties as a *cleaning service* will increase. This can be measured by employee performance indicators such as quantity of work results and quality of work results. This study is in line with the results of the study (Susanti et al., 2023) It is known that work discipline has a positive and significant effect on the performance of *cleaning service employees* at Regional Government Agencies in Banten Province.

H2: Work motivation has a positive and significant effect on employee performance at PT Ganendra Wijaya.

Based on the results of hypothesis 2 testing, it was found that the work motivation variable has a positive and significant effect on employee performance, this shows that the higher the employee's motivation in working can encourage and be enthusiastic to do work effectively such as with the physical needs, safety, security, acceptance, self-esteem and actualization of employees feel motivated and have needs that are met in carrying out their duties. The results of this study support the research conducted (Pranitasari & Khotimah, 2021) where work motivation has a positive effect on employee performance.

H3: Work discipline and work motivation have a positive and significant influence on employee performance at PT Ganendra Wijaya.

Based on the results of the third hypothesis study, it states that work discipline and work motivation have a positive and significant influence on employee performance, this can indicate that both factors contribute to employee work results, employees who are always on time and have high work enthusiasm will be better able to achieve the set performance targets. This study is in line with (Putra et al., 2023) showing that variables of work discipline and work motivation have a positive and significant influence on the performance of employees of the Padang City Manpower and Industry Service.

**Conclusion and Suggestions**

PT Ganendra Wijaya, which was founded in 2010, is an outsourcing company that provides cleaning and labor services that has collaborated with the Abdoel Moeleok General Hospital in Lampung since 2022. The company PT Ganendra Wijaya faces challenges in terms of employee discipline and work motivation with data showing that the level of disciplinary violations among employees is quite high with a total of 693 cases of violations in one month which includes lateness, absenteeism, and leaving early.

This study aims to examine the influence of work discipline and work motivation on employee performance at PT Ganendra Wijaya, the results of the analysis show that work discipline and work motivation have a positive and significant influence on employee performance. The results of the multiple linear regression analysis test of work discipline contributed 0.658 and work motivation 0.305 to increased performance. The coefficient of determination ( $R^2$ ) shows that 85.2% of employee performance variation can be explained by these two variables.

To improve employee performance, companies need to focus on improving work discipline and work motivation. This can be done by implementing routine briefings, stricter and more assertive policies regarding work discipline regarding work hour entry rules, and absences. This policy must be socialized by the company properly to all employees to understand the consequences of violations and provide incentives for employees who demonstrate high discipline and motivation.

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