

# The Effect of Work Motivation, Work Ability, and Work Discipline on the Performance of Employees of PT. The Nielsen Company Indonesia

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## Abstract

This research is the results of research on the effect of work motivation, workabilities, and work discipline on employee's performance at PT. The Nielsen Company Indonesia The research method used is the quantitative method. The results of this study used primary data in the form of a questionnaire to 100 respondents. The results of the study stated that there was a positive and significant influence between the variables of work motivation, work abilities, and work discipline on the performance of employees at PT. The Nielsen Company Indonesia.

Keywords: Work motivation, Work Abilities, Work Discipline and Employees Performance

## INTRODUCTION

In face competition world business in era globalization this, company sued For Work more efficient. Competition which the more strict cause the company sued so that capable increase Power compete for guard continuity Life Company. Companies Which There is always try to get an advantageous position. Company should treat source Power man as worthy factor other production owned by the company to obtain contributions optimal (Kirono 2021)

The problem that a company often faces is low quality source Power man. Source Power man is asset important which must managed well by the company so that it can make a significant contribution optimal. Power Work own potency which big for carry out activities company. Employee is factor production which most main, because that must have the will and ability to carry out the tasks which charged from company (H. Be aware Nawawi 2003)

Performance can be viewed as a process or result of work. Performance is something process about how work taking place for reach results Work Wibowo (2014). Performance in the something organization done all source Power man in organization, Good element leadernor worker.

Something success which want to achieved by company or organization very influenced by performance his employees. According to Suwatno (2003) performance is results from something process Work which done by man. Budhiningtias Winanti (2011) in his research disclose performance employee Which tall can achieved If all over

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elements Which There is in company integrated with Good And capable operate his role in accordance with needs And desire customers and employees.

Apart from that, in achieving optimal performance of an employee as well must have motivation for his work. Motivation is a condition which push or become because somebody do something deed or activity which taking place in a way aware. Motivation which stated by Sedarmayanti (2017), is the willingness to expend a level of effort towards objective organization which conditioned by ability for fulfil individual needs. If we want to improve employee performance, we need to understand and notice factors which can influence motivation Work employee. After know how motivation Work his employees, company need do actions for increase competence And discipline Work his employees. Study which conducted by Nurhaedah (2018) and Hidayat Setiawan & Siagian (2017) said that work motivation has a positive and significant effect on employee performance. Meanwhile, the results of research conducted by IVAI and Sagala (2009) Motivation Work own influence positive No significant to Work productivity employee.

Robbins (2003) define ability (ability) is something capacity an individual to perform various tasks in a job. Ability is a person's capacity to carry out various tasks. types of tasks in a job. Skills can take the form of talents as well attention that employees have, with the expertise they have Employees can carry out and complete tasks well with results the optimal one. Employee expertise can also take the form of skills (abilities). need Keep going improved, because skills is skill a for carry out something Which its nature special, focus, but dynamic Which It takes a certain amount of time to learn it and can be proven by Great skills will improve work performance. Research conducted by Perdana Coenraad (2016) and Sumiati (2019) said that ability work has a positive and significant effect on employee performance. Whereas results of research conducted by Ni Putu Christilan Pratiwi, Greis M. Sendow and Genita G. Luminangi (2022) Ability Work own influence No significant on performance employee.

According to Afandi (2018) discipline is something tool which used managers for change something behavior as well as as something effort for increase a person's awareness and willingness to obey all regulations company and norms social applicable.

According to Edy (2016) discipline is an attitude of behavior and actions in accordance with regulation from organization well written nor Which No written. Companies must also pay attention to work discipline, because it is discipline shows a condition or attitude of respect that exists in employees against company regulations and provisions. Thus if the regulations or existing regulations within the company are ignored, or frequently violated, so employee have discipline Work which bad. On the contrary, when Employees are subject to company regulations, describing the conditions good discipline. Research conducted by Farisi (2020) who state that discipline Work influential positive to performance employee. Meanwhile, the results of research conducted by Nailul Muna (2022) Discipline Work influential negative And No significant to performance employee.

With this background, this research is entitled "The Influence of Work Motivation, Work Ability, and Work Discipline on Employee Performance at PT. The Nielsen Company Indonesia." The research objective involves analyzing the impact of work motivation, work ability, and work discipline on the performance of the company's employees. The benefits of this research include contributions to companies by providing insight into human resource management, especially regarding work motivation, work ability and work discipline which influence employee performance. Academically, it is hoped that this research can become a reference for the

development of knowledge, especially in the field of human resource management. For the author, this research provides an opportunity to improve writing skills, broaden horizons, and gain further experience regarding work motivation theory, work ability, and work discipline which influence employee performance.

## RESEARCH METHOD

This research focuses on the performance of PT employees. The Nielsen Company Indonesia, influenced by work motivation, work ability and work discipline. The research method includes collecting primary and secondary data through questionnaires, with a sample of 100 permanent employees from a total population of 130. Analysis was carried out using quantitative descriptive methods, as well as multiple linear regression analysis to test the influence of the independent variable on the dependent variable. Research instrument testing involves the validity and reliability of the questionnaire. Analysis of classical assumptions, such as normality, multicollinearity, autocorrelation and heteroscedasticity tests, was also carried out. Hypothesis testing uses the F test, R<sup>2</sup> test (coefficient of determination), and t test with a significance level of 0.05. The conclusions of this research were drawn based on the results of the significance of each independent variable on the dependent variable in the multiple linear regression model.

## RESULTS AND DISCUSSION

### A. Descriptive Variable Study

#### 1. Descriptive Variable Motivation Work

The results of the frequency of respondents' answers in this study can be seen presented below, where researchers use average *mean and total mean* work motivation as follows:

**Table 1. Average Mean and Total Variable Mean Motivation Work**

No	Statement	Mean	Information
1	I feel enthusiastic in Work if No always supervised superior	4.07	Good
2	The company gives me freedom working without constant supervision with supervisor	4.12	Good/High
3	I want to own performance Good inwork I	4.10	Good/High
4	I work to the maximum obtain work performance Which Good	3.97	Good/High
5	Exciting potential for personal development in work I is matter Which motivating I'm at work	4.06	Good/High
6	Work at the company This make ability And Skills Idevelop	4.16	Good/High
7	Awards or rewards given the company motivates me to workwith Spirit	3.86	Good/High
8	Company give rewards orappreciation when I work with well and exceed the targets set company	3.96	Good/High
9	I encouraged do work Which challenge to be done	3.97	Good/High
10	I encouraged finish task Which difficult or solve problem Which difficult	4.06	Good/High
<b>4.03</b>		<b>Good/High</b>	

**Source: Data processed, 2022**

Based on from Table 1 *average mean And total mean* variable Work motivation can be seen as the lowest average value for the variable motivation there is on question number 7 that is "Award or rewards Which given company motivating I For Work with Spirit". Average yield 3.86%. The highest average value is found in question number 6 is "Working in this company creates abilities and my skills developed." The average yield of 4.21% means that respondents some agree with the statement variable motivation.

## 2. Description Variable Ability Work

Results from answer respondents in study this can in serve below, where researchers use *the average mean and total mean* variable ability work as follows:

**Table 2. Average Mean Dan Total Variable Mean Ability Work**

No	Statement	Mean	Information
1	I optimistic about experience Which I have can operate workwith Good	3.90	Good
2	I Work well with colleagues work in completing the job together	3.74	Good/High
3	I able to run that task provided by the company maximum	4.12	Good/ High
4	I capable finish workwith fast	3.89	Good/High
5	I can do things new Whichcan help in work	3.67	Good/High
6	I fast adapt And interactwith environment Work	4.06	Good/High
7	I know task And responsibility with Good	3.68	Good/High
8	I understand culture and work environment with Good	3.74	Good/High
9	I understand culture environment Work with Good	3.75	Good/High
10	I don't just have one skill	3.79	Good/High
<b>Average</b>		<b>3.83</b>	<b>Good/High</b>

Source: data processed, 2022

Based on from Table 2 *average mean and total mean* variable Work ability can be seen as the lowest average value for the variable work ability is found in question number 5, namely "I can do things new Which can help in work". Results average 3.67%. The highest average score is in question number 3, namely "I am able to carry out the tasks given by the company properly maximum". The average result is 4.12%, meaning that some respondents agree with ability variable statement Work

## 3. Description Variable Discipline Work

Results from answer respondents in study this can in serve below, where researchers use *the average mean and total mean* variable discipline Work as follows:

**Table 3. Average Mean and Total Mean Variable Discipline Work**

No	Statement	Mean	Information
1	I always present appropriate time on O'clockWork	4.23	Very Good
2	I do tasks Work untilfinished everyday	4.00	Good/High
3	I always tidy up equipment Work after finished using	4.16	Good/High
4	I always obey the rulesapplied company	3.66	Good/High
5	I always use uniform Work Which has been determined	3.89	Good/High

6	I always use sign identifier in the company	4.22	Good/High
7	I always do task with full responsibility	4.00	Good/High
8	I able to use equipment Work with Good in accordance standard Which given company	4.14	Good/High
9	I own report Work daily to superior	4.22	Good/High
10	I solve problems with solutions Which good and correct for society	4.00	Good/High
<b>4.05</b>		<b>Good/High</b>	

Source: data processed, 2022

Based on from Table 3 *average mean And total mean* variable discipline Work can seen that mark average Lowest on variable discipline Work there is on question number 4 that is "I always obey regulation Which applied company". Results average 3.67%. Mark average highest there is on question number 1 that is "I always present on time time on working hours". The average result is 4.23%, meaning that some respondents agree with disciplinary variable statement Work

#### 4. Description Variable Performance Employee

Results from answer respondents in study this can in serve below, where researchers use *the average mean and total mean* variable performance employee as following:

**Table 4. Average Mean and Total Mean Variable Performance Employee**

No	Statement	Mean	Information
1	I can use the time maximum Possible in Work	4.28	Very Good
2	I try to work to fulfill target set company	4.14	Good/High
3	I finish work Which charged in accordance with standard quality Which has arranged company.	4.04	Good/High
4	I capable minimize error in Work	4.07	Good/High
5	I start work, Rest (break), And go home (finished) on time (timetable) Which has determined by company	4.04	Good/High
6	I am able to do the job in accordance time already determined	3.98	Good/High
7	S I always obey the rules and regulations rule Which has set by company	4.07	Good/High
8	I always wear work clothes or uniform Which has set company	4.12	Good/High
9	I own initiative Which useful to help with the solution work better	4.12	Good/High
10	I show willingness do work without ordered by superior	4.12	Good/High
<b>4.10</b>		<b>Good/High</b>	

Source: Data processed, 2022

Based on from Table 4 *average mean and total mean* variable performance employees can be seen that the lowest average value is on the performance variable employee there is on question number 6 that is "I capable do work in accordance time Which Already determined." Results average 3.98%. Mark average highest there is on question number 1 that is "I can use as much time as possible at work." Average results- an average of 4.28% means that some

respondents agree with the statement variable performance employee.

**B. Results Test Instruments**

**1. Results Test Validity**

Validity is something size which show level validity something instruments. A valid instrument has high validity and on the contrary when level its validity low so instruments the not enough valid. According to Sugiyono (2013:124) states that items have positive correlation with the criteria (total score) and also a high correlation shows that the item has high validity. Results calculation use program SPSS 25, to instrument study which the result like below this:

**Table 5. Results Test Validity**

No	Item Statement	R-Count	R-Table	Information
Motivation Work(X1)	Statement 1	0.809	0.1966	Valid
	Statement 2	0.845	0.1966	Valid
	Statement 3	0.768	0.1966	Valid
	Statement 4	0.782	0.1966	Valid
	Statement 5	0.835	0.1966	Valid
	Statement 6	0.758	0.1966	Valid
	Statement 7	0.633	0.1966	Valid
	Statement 8	0.746	0.1966	Valid
	Statement 9	0.782	0.1966	Valid
	Statement 10	0.835	0.1966	Valid
Ability Work (X2)	Statement 1	0.829	0.1966	Valid
	Statement 2	0.827	0.1966	Valid
	Statement 3	0.744	0.1966	Valid
	Statement 4	0.838	0.1966	Valid
	Statement 5	0.850	0.1966	Valid
	Statement 6	0.745	0.1966	Valid
	Statement 7	0.784	0.1966	Valid
	Statement 8	0.827	0.1966	Valid
	Statement 9	0.621	0.1966	Valid
	Statement 10	0.581	0.1966	Valid
Work Discipline (X3)	Statement 1	0.870	0.1966	Valid
	Statement 2	0.806	0.1966	Valid
	Statement 3	0.823	0.1966	Valid
	Statement 4	0.630	0.1966	Valid
	Statement 5	0.763	0.1966	Valid
	Statement 6	0.871	0.1966	Valid
	Statement 7	0.804	0.1966	Valid
	Statement 8	0.818	0.1966	Valid
	Statement 9	0.871	0.1966	Valid
	Statement 10	0.804	0.1966	Valid
Performance Employee (Y)	Statement 1	0.792	0.1966	Valid
	Statement 2	0.851	0.1966	Valid
	Statement 3	0.839	0.1966	Valid
	Statement 4	0.680	0.1966	Valid
	Statement 5	0.839	0.1966	Valid
	Statement 6	0.792	0.1966	Valid
	Statement 7	0.725	0.1966	Valid
	Statement 8	0.812	0.1966	Valid
	Statement 9	0.836	0.1966	Valid

Statement 10	0.800	0.1966	Valid
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Source: Data processed with program SPSS 25

Based on the data processing above, the r value table with values is obtained significance 5% so that  $df=n-2$ ,  $df=100-2=98$ , so r table as big as 0.1966. Furthermore, based on the table above, it can be seen that the calculated r value  $>$  r table so that it can be concluded that all items X 1 , X 2, X3 and Y declared *valid* .

## 2. Results Test Reliability

Reliability is something instrument Enough can trusted For used as a data collection tool because the instrument already exists good (Arikunto, 2016). A good instrument will not be tendentious or direct respondents for choose answers certain. An instrument that can be trusted, which is reliable will produce results reliable data. A reliable instrument means that the instrument must be good so that it can reveal data that can trusted. Tool to measure reliability is *Cronbach's Alpha*.

According to Muhidin (2015:36), test reliability use program SPSS version 25 with method *Cronbach alpha*. Criteria testing If mark alpha  $>$  r table ( $\alpha >$  table) then questionnaire on each variable study declared reliable. Question reliability is said to be good if it has *Cronbach's alpha*  $>$  than 0.60. The results of the reliability test can be seen in the table following this:

**Table 6. Results Test Reliability**

No. Items	Variable	Cronbach Alpha	Information
1	Motivation Work (X 1 )	0.921	Reliable
2	Ability Work (X 2 )	0.926	Reliable
3	Discipline Work (X 3 )	0.939	Reliable
4	Performance Employee (Y)	0.936	Reliable

Source: Results processing Data (2022)

Based on the table above, it shows that X 1 , X 2, X 3 have values reliability coefficient ( *Cronbach's Alpha* )  $>$  0.6, so the conclusion is instruments which was tested is reliability the good one.

## C. Test Assumption Classic

Something model regression Which Good must fulfil No exists problem of assumptions classic in style. If there are still classical assumptions then the regression model it still has bias. If a model still has problems assumption classic, so will done step revision model or healing for remove problem the. Testing assumption classic will done as following:

### 1. Results Test Normality

According to Ghazali (2016) the normality test is carried out to test whether in a regression model, an independent variable and a dependent variable or both have a normal or abnormal distribution. If If a variable is not normally distributed, then the results of statistical tests will be experience decline. On test normality data can done with using *the One Sample Kolmogorov Smirnov test* , namely with conditions If the significance value is above 5% or 0.05 then the data has a distribution normal. Whereas if results test *One Samples Kolmogorov Smirnov* produces a significant value below 5% or 0.05, then there is no data distribution normal. Results test normality shared become two test as follows:

#### a. Analysis Statistics

Test normality with chart can misleading If No be careful visually. Testing the

normality of research data using Statistical analysis was carried out by *the Kolmogorov-Smirnov (KS) test* procedure. Criteria decision making is done by looking at *Kolmogorov-Smirnov* and *Asymp. Sig. (2-tailed)*, where the distribution is declared normal if the *Asymp value. Sig. (2-tailed)* greater than 0.05. The results of data normality testing are presented on table 7 below this:

**Table 7. One Sample Kolmogorov Smirnov Test**  
**One-Sample Kolmogorov-Smirnov Test**

			Unstandardized Residual
N			100
Normal Parameters a, b	Mean		,000000
	Std. Deviation		3.11140995
Most Extreme Differences	Absolute		,057
	Positive		,046
	Negative		-,057
Statistical Tests			,057
Asymp. Sig. (2-tailed)			,200 <sup>c,d</sup>
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			

Source: Data processed with program SPSS 25

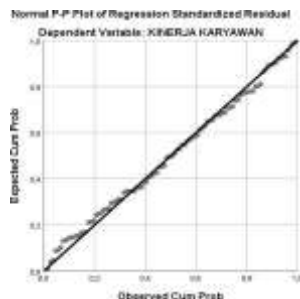
Based on table 7 *one sample kolmogorov Smirnov test* can seen that data residual from research This own distribution normal. As stated in table 4.12 that mark *Asymp. Sig. (2-tailed)* is *Asymp Value. Sig. (2-tailed)* 0.200 > 0.05 then the data is concluded distributed normal. After data distribute normal so will can next with test assumption classic other.

#### b. Chart Analysis

Data normality testing with graphic analysis is carried out by looking data distribution points on the normality test curve in this study with using graphic analysis by looking at the Normal *Probability Plot curve Regression Standardized Residuals*. In the case of graphical analysis the data will be declared normal if the data distribution points are not too far away (follow) the direction diagonal line and is declared abnormal if the opposite situation occurs. Results analysis note the graph on picture 4.2 as following:

##### 1) P- Plot

*Normal probability plot* is comparing the cumulative distribution of normal distribution (Ghozali, 2011). The basis for decision making through In this analysis, if the data is spread around a diagonal line as a representation pattern distribution normal, means model regression fulfil assumption normality.



Picture 1. Chart P-Plot

Based on Figure 1, the p-plot graph can be seen that the research data one way with line diagonal on curve. In accordance with provision on analysis chart, so can concluded that variable bound study For Hypothesis testing is normally distributed and meets the requirements for continued on next analysis

## 2. Results Test Multicollinearity

Test muticolinearity have objective for test is model regression *found* exists correlation between variables free. Model regression Which Good should No happen multicollinearity in between variable independent. An indicator of multicollinearity occurs if the VIF (Variance *Inflation*) *value Factor*). If the VIF value is  $<10$  and *Tolerance* is  $> 0.10$  then the regression model is No happen multicollinearity. On the contrary If mark VIF  $>10$  and mark *Tolerance*  $<10$  so model regression the happen multicollinearity.

Table 8. Results Test Multicollinearity

Coefficients							
a							
Model		Unstandardize		Standardize		Collinearity	
		dCoefficients	d	Coefficients	Beta	Tolerance	VIF
		B	Std. Error		Beta	Q	Sig.
1	(Constant)	4,900	2,378			2,061	,042
	MOTIVATION WORK	,155	,051		,177	3,017	,003
	ABILITYWORK	,327	,065		,400	5,001	,000
	DISCIPLINE WORK	,427	,082		,417	5,237	,000

A. Dependent Variables: PERFORMANCE EMPLOYEE

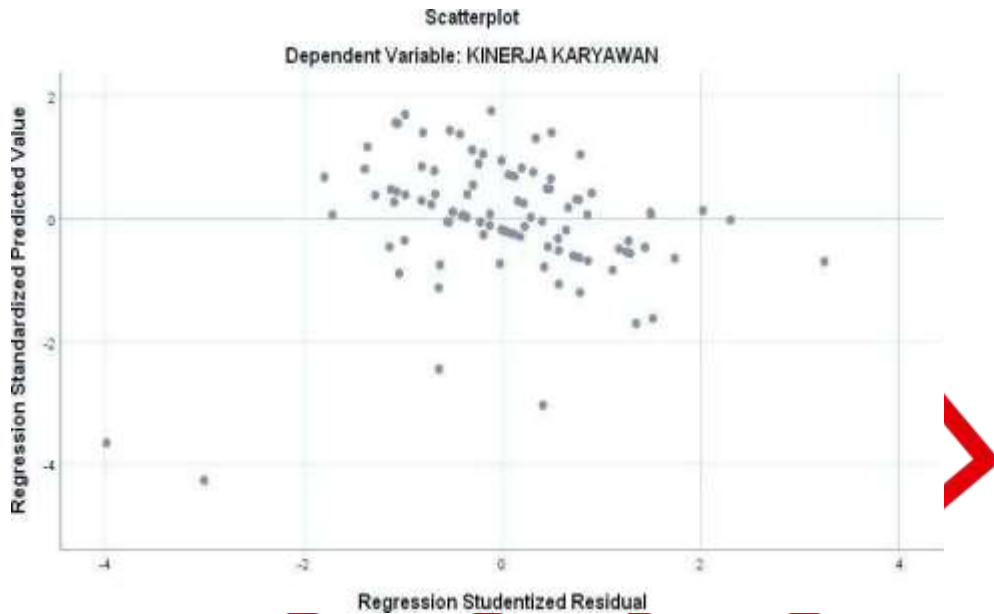
Source: Data Processed With Program SPSS 25 Based on table *Coefficients* in on obtained

- Mark Tolerance And VIF For variable motivation Work as big as  $0.773 > 0.1$  as well as  $1,293 < 10.00$  so can concluded No happen symptom multicollinearity on data the.
- The Tolerance and VIF values for the work ability variable are  $0.415 > 0.1$  as well as  $2,408 < 10.00$  so can concluded No happen symptom multicollinearity on data the.
- The Tolerance and VIF values for the work discipline variable are  $0.418 > 0.1$  as well as  $2,394 < 10.00$  so can concluded No happen symptom multicollinearity on data the

## 3. Results Test Heteroscedasticity

Test heteroscedasticity aim test is in model regression there is inequality of variance from the residuals from one observation to another another. If the variance from the residual of one observation to another observation still, so

called Homoscedasticity. For test is happen heteroscedasticity or No so on study done with scatterplot.



Picture 2. Chart Scatters Plots

Based on picture residual above can seen that There isn't any pattern Whichclear, and the dots spread above and below the number 0 on the Y axis, so No heteroscedasticity occurs.

#### 4. Results Test Regression Liners Multiple

Equality regression multiple can seen from mark coefficient B on table following this:

Table 9. Results Test Liner Regression Multiple

Model	Coefficients <sup>a</sup>				Collinearity Statistics		
	Unstandardized Coefficients		Standardized Coefficients		Tolerance	VIF	
	B	Std. Error	Beta	t			
1	(Constant)	4,900	2,378		2,061	,042	
	MotivationWork	,155	,051	,177	3,017	,003	,773
	AbilityWork	,327	,065	,400	5,001	,000	,415
	Discipline Work	,427	,082	,417	5,237	,000	,418

a. Dependent Variables: PERFORMANCE EMPLOYEE

Source: Data processed with Program SPSS 25

Based on on table in on so can arranged model regression equation

$$Y_{kk} = 0.177 X_1 + 0.400 X_2 + 0.417 X_3$$

Interpretation from equality linear multiple is: Y: Performance Employee

MK: Motivation Work K.K : Ability WorkDK : Discipline Work

- Variable X 1 motivation Work worth positive If happen enhancement motivation Work as big as 1 (unit), so performance employee (Y) will increased by 0.177. This means that if work ability increases then employee performance also increased.
- Variable X 2 ability Work worth positive, that is If happen enhancement

ability Work as big as 1 (unit), so performance employees (Y) will increase by 0.400. This means that work motivation increases so employee performance also increased

- c. Variable X 3 Work discipline has a positive value, namely if there is an increase discipline Work as big as 1 (unit) so performance employee (Y) will increase as big as 0.417 It means If discipline Work increase so performance employees too increase

### 5. Test Hypothesis

A more in-depth analysis of this section is by testing hypothesis for see significant or or not influence direct And Nodirect variables in research this.

#### a. Results Test Coefficient Determination ( $R^2$ )

Coefficient determination this used for know how much big the influence of independent variables can explain variations in the dependent variable. As for results the calculation can seen on table below this:

**Table 10. Results Test Coefficient Determination ( $R^2$ )**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error Of The Estimate	Durbin-Watson
1	,863a	,745	,737	3.15965	1,916

A. Predictors: (Constant), Discipline Work, Motivation Work, AbilityWork  
 b. Dependent Variables: PERFORMANCE EMPLOYEE

Source: Data in get with program SPSS 25

Based on table Model Summary in on, is known mark coefficient determination or *R square* is 0.746 or equal to 74.6%. Number the contain meaning that variable motivation Work, ability Work and Work discipline simultaneously influences employee performance by 74.6%. Whereas the rest (100-74.6=25.4%) influenced by variable other inoutside variables studied.

#### b. Results Simultaneous Test (Test results F)

Test simultaneous (test F) is test in a way simultaneous for know is variables of work motivation, work ability and work discipline together the same has a significant influence on employee performance. F test done with compare Fcount and Ftable. From results analysis obtained output result as following:

**Table 11. Test results Simultaneous (Test F)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2805,554	3	935,185	93,674	,000 <sup>b</sup>
	Residual	958,406	96	9,983		
	Total	3763,960	99			

A. Dependent Variable: Performance Employee

B. Predictors: (Constant), Discipline Work, Motivation Work, Ability Work

Source: Data processed with program spss 25

#### 1) Hypothesis

There is an influence on work motivation, work ability and work discipline

in a way simultaneous (together) on performance employee.

2) Taking Decision

a) If the significance value (sig.) < probability 0.05 then there is an influence variable freely simultaneous to variables bound.

b) If mark significance (sig.) > probability 0.05 so No There is influence variable freely simultaneous to variables bound

3) Simultaneous Test Results (test F)

The significance value is 0.000 < 0.05, then the hypothesis is accepted. It means motivation work, work ability, and work discipline simultaneously influence to performance employee.

**c. Results Test Partial (Test t)**

The partial test (t test) is used to measure how far one influences variable independent in a way Partial in explained variation variable dependent. The tcount value will be compared with the ttable value with levels error  $\alpha = 5\%$  with Test criteria are as follows:

1. H0 is rejected if tcount > ttable
2. H0 is accepted if tcount < ttable

As for results the calculation can seen on table under in

**Table 12. Results Test Partial (Test t)**

		Coefficients <sup>a</sup>			t	Sig.
Model		Unstandardize	Standardized	Std.		
		dCoefficients	Coefficients		Error	
		B	Beta			
1	(Constant)	4,900		2,378	2,061	,042
	Motivation Work	,155	,177	,051	3,017	,003
	Ability Work	,327	,400	,065	5,001	,000
	Discipline Work	,427	,417	,082	5,237	,000

A. Dependent Variable: Performance Employee

Source: Data processed with program spss 25

On table 12 Results test Partial (Test Q) on is known ttable For significance 5% or 0.05 with degrees of freedom  $df=(nk-1)$  or  $df=(100- 2-1)=97$  results obtained for a t table of (1.66071). The results of each each variables can explained as follows:

1. Based on partial test results, the influence of work motivation to performance employee obtained mark tcount 3,017 > ttable 1.66071 and mark sig. 0.003 < 0.005 So can concluded It means variable Motivation Work influential in a way significant to performance employee.
2. Based on the results of partial testing of the influence between abilities Work to performance employee obtained tcount value 5,001 > ttable is 1.66071 and the sig value is 0.000 so it can be concluded that it means ability Work influential significant on performance employee
3. Based on results testing Partial influence between discipline Work to employee performance obtained a value of tcount 5.237 > ttable 1.66071 and value sig 0.000 so it can be concluded that work discipline has a significant effect significant to employee performance.

## Discussion

### A. Influence Motivation Work to Performance Employee

From the results of data processing, it is known that partially work motivation has a positive and significant effect on the performance of PT The Nielsen employees Company Indonesia, which means employee performance will also increase if the work ability of employees at PT The Nielsen Company Indonesia has improved. And so on the contrary.

Employee performance can be measured by their ability to complete duties and responsibilities given, meaning that performance contains elements of achievement standards that must be met, so that those who achieve standards that have been set mean performing well. Ability somebody is size First in increase performance Which shown by the results of his work, meaning whether or not he is able to be supported by strong motivation to ability that you have can optimized.

According to Sutrisno (2017) state that motivation is circumstances psychology that drives, activates or moves and that is the motive which directs and channels a person's behavior, attitudes and actions which always linked with achievement objective. Or with say other motivation defined as something action For influence person other so that behave in a way regular sake reach something objective certain. So that Motivated employees will tend to work optimally and things the Of course will impact on performance improvement employee.

Research result This in line with study Which done by (Astuti & Lesmana, 2018; Datu et al., 2017; Pharisees et al., 2020; Rosmaini & Cape, 2019; Jasman Saripuddin, 2017) Which in his research mention that motivation influential positive and significant to performance employee.

### B. Influence Ability Work to Performance Employee

Based on results testing hypothesis in a way Partial obtained results motivation has a positive and significant effect on employee performance because mark  $t$  count  $>$   $t$  table as well as mark sig smaller than 0.005. These results meaningful enhancement motivation employee will join in increase performance employee PT The Nielsen Company Indonesia.

Through testing hypothesis the so study This has succeed explain the significance of the influence of work ability on employee performance at the location of this research and is in accordance with the theory put forward by Handoko (2014) where work ability shows a person's skills like intelligence And Skills. Matter the Also supported by opinion Robbins & Timoty (2012) who mention the ability to relate closely with the physical and mental abilities that people have to carry out work. The absence of something like this can affect the increase employee performance. This means that an employee wants to have performance well, then he must also improve the qualities that exist in him through ability that he has.

So that study this in line with study which done by (Jufrizen, 2017a; Muliharta, 2015; Prasetyo et al., 2015) which in His research states that work ability has a significant influence positive and significant to employee performance.

### C. Influence Discipline Work to Performance Employee

From the results of research and partial hypothesis testing, it is known that Work discipline does not have a significant effect on the performance of PT The employees Nielsen Company Indonesia. Matter This meaningful that enhancement or decline level of discipline Work employee No join in impact on performance employee.

According to Hamali, A (2016) discipline is something strength Which develop in in body employee And cause employee can adapt self with volunteer on decision

regulation, And high values from work and behavior. So it can be concluded that work discipline is very important for employee performance, because with high discipline employee performance will increase, apart from that the leader's example is also a good benchmark for every employee at work. This is in line with research done by (Pharisee et al., 2020; Prayogi et al., 2019; J Saripuddin, 2017; S.E., MM. & Faka, 2018) but it is inversely proportional to this research where results study previous mention that discipline Work own influence Which positive and significant on employee performance.

## CONCLUSION

Based on the results of the analysis in the previous chapter, it can be concluded that work motivation, work ability and work discipline have a significant positive influence on employee performance at PT The Nielsen Company Indonesia. An increase in motivation, ability and work discipline can improve performance, while a decrease can cause a decrease in performance. Therefore, it is recommended that companies increase opportunities for employee career and personal development, as well as provide recognition that is appropriate to individual needs. Companies are also advised to maintain employees' physical and emotional abilities and increase compliance with time rules and company regulations.

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