The Influence of Discipline and Leadership on Employee Motivation

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The purpose of this study is to explore the impact of discipline and leadership on employee motivation in the work environment. Discipline and leadership are considered crucial factors that can affect the level of individual work motivation in an organization. This research is applied through literature review methods and qualitative approaches by collecting and analyzing data from previous studies. Research findings show that the level of discipline and leadership has a positive and significant influence on employee motivation. This indicates that employees who have a high level of discipline tend to show high levels of work motivation, as well as employees who are under effective leadership. By implication, the study can help organizations to develop management policies and practices that support higher levels of work motivation, with an emphasis on improving discipline and optimal leadership roles. In addition, the study provides a basis for advanced research that can explore in greater depth the specific aspects of discipline and leadership that have the most significant impact on work motivation. At a further level, the study also provides new insights and a deeper understanding of the dynamics of the relationship between such factors in the context of the modern work environment.

Keywords: Discipline, Leadership, Work Motivation

Introduction In the context of the company, achieving goals does not only depend on factors such as technology, operational funds, and facilities and infrastructure. Work motivation also has a vital role in improving operational efficiency. Therefore, companies need to pay special attention and stimulate work motivation, because this directly affects performance and supports the achievement of company goals and vision (Rst et al., 2019).

Some factors that can affect work motivation include organizational culture, level of discipline, compensation, leadership style, career planning, and work atmosphere. Discipline and leadership have a significant impact on the level of work motivation. Work discipline, which includes adherence to organizational rules, creates a supportive work environment and increases motivation to achieve company goals (Liwan Pangkey et al., n.d.).

Human resource management considers discipline as a crucial aspect, because a high level of discipline is positively correlated with optimal performance. Work discipline is not only a means of

communication between managers and subordinates, but also as an instrument to change behavior, increase awareness, and encourage compliance with company regulations (Mandasari et al., n.d.).

Leadership also has a crucial role in increasing work motivation, especially through visionary transformational leadership styles. Transformational leaders pay special attention to the challenges faced by subordinates, support individual development, and provide motivation to achieve their goals (Robin, 2007: 473). Effective leadership directly affects work motivation, which in turn impacts performance (John and Gregory, 2012; Cemal et al., 2012; Praditya Maha Putra &; Sudibya, 2019).

Through research entitled "The Influence of Discipline and Leadership on Work Motivation," researchers are interested in better understanding the dynamics of interactions between discipline, leadership, and work motivation in the context of companies.

Literature Review

1. Discipline Theory

According to Simamora, as quoted by Safudin (Karlina, Rosanto, &; Saputra, 2019: 8), work discipline is explained as an effort to control themselves and guaranteed treatment by employees, also serves as an indicator of the seriousness of the work team in an organization. As referred to by Hartatik (Pramularso, 2017: 173), describes work discipline as a concept carried out by managers to Modify conduct, aiming to enhance the consciousness and readiness of individuals to adhere to company rules and relevant social conventions.. Basically, doubles as a rule enforcer and as a motivation for violators to understand these rules to ensure compliance in the future. From the definition of these experts, it can be concluded that work discipline includes the behavior expected of employees in order to comply with company regulations.

2. Theory of Motivation

According to Hasibuan (2014), the origin of the word "motivation" comes from Latin, namely "*Movere*," which means push or move. In the context of management, motivation focuses only on human resources in general, and in particular on subordinates. Motivation discusses strategies to direct the potential and energy of subordinates so that they are willing to work collaboratively and productively to achieve the goals that have been set. In other words, motivation is defined as "factors that trigger, direct, and encourage human conduct, fostering a willingness to work with passion and enthusiasm in order to attain optimal outcomes.".

3. Leadership Theory

Coad & Anthony (1998:164–172) detail the views of various experts by explaining that in the early stages of its development, leadership focuses on the characteristics of the leader, but over time, attention shifts to follower participation in leadership through mutual interaction to achieve common goals.
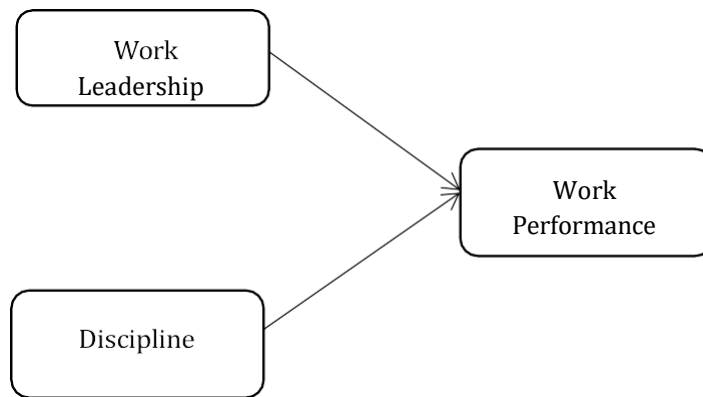
Thinking Framework

Figure 1. 1 Thinking Framework

Method

This research is written with a literature study and qualitative approach. In this study, we collected, analyzed, and drew conclusions based on data analysis. The result of this analysis is a picture of a certain phenomenon that is focused on reality in the field. We collect data from previous research and then analyze in depth the influence of leadership and discipline on work motivation.

Table 1 Relevant previous research

No	Author (year)	Previous research results	Similarities to this article	Differences with this article
1	Ratna mirawati et al, (2022)	Work Discipline Affects Work Motivation	Work discipline affects employee motivation	-
2	Wulan purnamasari et al, (2019)	The results of the evaluation show that work discipline and dedication have a positive and significant impact on the performance of employees.	Work discipline affects employee motivation	-

3	Istiqomah Munawaroh, (2018)	The results show that discipline and work environment affect work motivation	Work discipline affects employee motivation	-
4	Yuni dwi mandasari et al, (2022)	The results show that work discipline, competence, and work conflict have a significant effect on work motivation,	Work discipline affects employee motivation	-
5	Jeanne Liwan Pangkey et al, (2019)	The results of the analysis show that work culture and discipline affect employee performance	Work discipline affects employee motivation	-
6	Rosento rst et al, (2019)	The effect of work discipline on employee motivation only reached 48%, while the remaining 52% was influenced by other factors that were not included in the study, such as work environment and appreciation from superiors.	Work discipline affects employee motivation	-

7	Irwanto et al, (2021)	There is a significant influence between Work Discipline on Work Motivation	Work discipline affects employee motivation	-
8	Tati murni et al, (2021)	The leadership of the principal has a positive and significant effect on the teacher's work motivation.	Leadership has an effect on employee motivation	-
9	Praditya maha putra et al, (2019)	Transformational leadership has a positive and meaningful impact on employee motivation.	Leadership has an effect on employee motivation	-
10	Hulu, J. M. (2021)	Leadership and compensation have a positive and significant effect on work motivation	Leadership has an effect on employee motivation	-
11	Edy suryadi et al, (2020)	Leadership has a positive and significant effect on work motivation	Leadership has an effect on employee motivation	-
12	AkAdely, (2018)	Leadership has a positive effect on employee motivation	Leadership has an effect on employee motivation	-
13	Alhudhori, M., &; Aldino, W. (2017)	Leadership has a significant effect on work motivation	Leadership has an effect on employee motivation	-

Results and Discussion

1. How Discipline Affects Employee Motivation

Information can be taken in the form of Discipline has a positive and significant impact on the desire of employees to work. The higher the level of employee discipline, the more motivated they will be to work. (Liwan Pangkey et al., 2019) From various observations,

elements that have the potential to have an impact on the level of employee discipline include rules and standards of organizational behavior, good habits, and strict and consistent disciplinary actions. In terms of data, the probability value of the influence of work discipline on motivation is 0.444>0.05, so it can be concluded that the influence cannot be called significant. However, with a positive estimate value of 0.078, the effect of work discipline on work motivation does not affect the level of employee discipline. The discipline factor is very important for employee performance. A disciplined employee will still work well even without the supervision of their leader. They also won't waste time on other things that aren't related to their work. In the same way, disciplined employees will freely comply with the regulations in force in their workplace. Respondents' opinions about work discipline and work environment seemed to influence workers' motivation, which in turn impacted their performance. Work discipline can be defined as the awareness and mental tendency of a person or group to obey company rules, both written and unwritten, and not avoid punishment if they violate them. Performance is influenced by how a person or group acts to achieve a goal. (Liwan Pangkey et al., 2019) (Amy Nurhuda et al.,

2019) (Parinduri &; Hernawati, 2017) (Munawaroh, 2018) (Purnamasari et al., 2019)

2. How Leadership can affect Employee Motivation.

Based on literature studies that have been carried out, it can be concluded that work motivation is strongly influenced by leadership (Alhudhori, M., &; Aldino, W.) (2017). Where leadership is considered high, employee motivation is also rated high, Leadership has a significant influence on employee motivation. Research conducted at Spazzio Kuta Bali hotel found that transformational leadership affects employee motivation positively and significantly. In addition, the study found that the application of transformational leadership was associated with greater levels of employee motivation. In addition, Chen (2004) states that idealized leadership with an innovative culture will encourage employees to achieve job satisfaction or desired performance. Overall, effective leadership plays an important role in motivating employees and improving their performance. This is further supported by data analysis at one location that shows that leadership has a positive and significant impact on employee motivation. Data shows that a leadership increase of 16.89% will result in increased employee motivation. Key leadership factors that influence employee motivation, according to research, include effective planning and communication. In addition, it emphasizes the importance of a leader's ability to inspire, encourage, and encourage employees to work towards organizational goals as an important factor in influencing employee motivation. (Adely et al., 2017) (Praditya Maha Putra &; Sudibya, 2019) (Praditya Maha Putra &; Sudibya, 2019) (Adely et al., 2017) (Zaenal Akhmad et al., 2022) (Suryadi &; Kurniawati, 2020) (Tati Murni &; Emilda Sulasmi, 2021) (Hulu et al., 2021)

Theoretical studies, previous research, and discussions on the influence between frame of mind variables are discussed as follows based on the formulation of this journal problem. Through this conceptual framework, it can be seen that work discipline and leadership are two of many other variables that can affect a person's work motivation.

Picture 1

Conceptual Framework
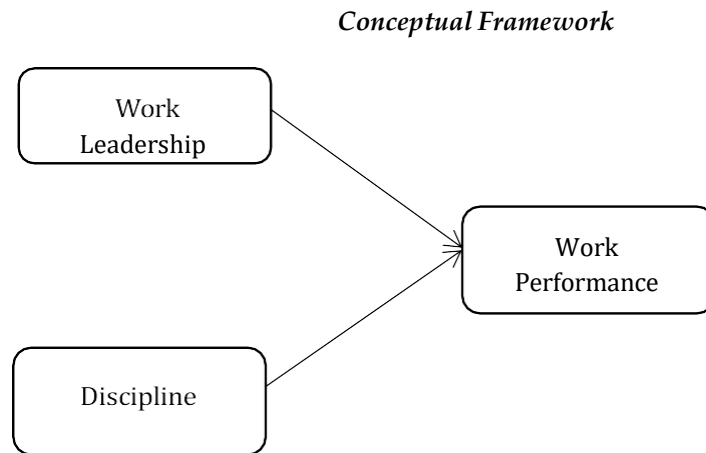
Conclusion

Hypotheses for future research, can be made based on relevant theories, articles, and discussions where:

1. Proper work leadership has a positive and significant effect on work motivation
2. The level of a person's work discipline affects the motivation of work performance.

Acknowledgement

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