



Effect of Discipline, Work Motivation and Incentive on Employee Effectiveness

Veny Ani Santika^{1*}, Faroman Syarief²

¹⁾ Student Program Master of Management, Universitas Bhayangkara Jakarta Raya, Indonesia, e-mail: venisantika19@gmail.com

²⁾ Lecturers of Faculty Economics and Business, Universitas Bhayangkara Jakarta Raya, Indonesia, e-mail: faroman.syarief@dsn.ubharajaya.ac.id

*Corresponding Author: Venisantika19@gmail.com

Abstract: Article Literature Review of the Effects of Discipline, Work Motivation and Incentives on Employee Work Effectiveness is a scientific article that aims to build hypotheses in research that can influence between variables that will be used in further research, within the scope of Human Resource Management. The method in writing this Literature Review article is to use the library research method, sources obtained from online media such as Google Scholar, Mendeley and other academic online media. In the results of this literature review obtained regarding the factors that can influence Employee Work Effectiveness in the company. These factors include: (1) Discipline influences employee effectiveness (2) Work motivation influences employee effectiveness (3) Incentives influence employee effectiveness.

Keywords: Employee Effectiveness, Discipline, Work Motivation, Incentives

INTRODUCTION

Human resources are the only resources that have reason, feelings, skills, knowledge and creativity. Such as the role of everyone towards their environment which cannot be separated from the attitude of development and the potential that exists within themselves to develop the environment, fostering, as well as improving the welfare of the community in a sustainable manner. The function of human resources is generally to increase productivity in supporting the organization to be more competitive and achieve goals.

The author's reason for choosing this article is as an object for research, because the title submitted can be used a literature review in this study. This does not rule out the possibility that there is manipulation in Human Resources which is higher than the actual situation.

Based on the background, the problems that will be discussed can be formulated in order to build hypotheses for further research, namely:

1. Does Discipline affect Employee Work Effectiveness?
2. Does Work Motivation affect Employee Work Effectiveness?
3. Do incentives affect employee effectiveness?

LITERATURE REVIEW

Employee Work Effectiveness

Employee work effectiveness is an important concept for an organization, because effectiveness can provide an overview of the level of success of an organization in achieving predetermined targets or goals through various activities that have been implemented, (Anggraeni & Yuniarsih, 2017). Employee effectiveness is needed in the company. Employees are required to work optimally by using existing resources, (Ernawati et al, 2020). Sometimes the resources provided are not able to support their work but employees must be able to do their job. (Mardikaningsih et al, 2022). Employee work effectiveness is a method used by employees to be able to complete their work properly and on time. (Djaelani et al, 2022).

According to Saputro (2020) that effectiveness is the ability to determine the right job in order to achieve the goals that have been determined. Effectiveness does not only give effect or impression, but also relates to methods or ways, means or facilities and can also cause influence. Many previous researchers have examined the effectiveness of this employee's work, including

Discipline

Discipline is a person's awareness to be willing and able to control himself and comply with agreed rules or values, which are related to rules and norms that apply to himself and in the social environment. Discipline is an effort from the company's organizational management to implement or carry out rules or regulations that must be obeyed by every employee without exception, (Narpati, 2017).

According to Priyono (2017) that good discipline is self-discipline. Many people realize that it is possible that behind self-discipline is an increase in laziness. With awareness in implementing company or agency rules that are reflected in disciplined work, the high performance of employees will also increase. One of the factors that can affect work productivity, while productivity is the success of an organization. Thus there is a link between work discipline and productivity. So that it can be said that discipline is one of the determinants of the success or failure of organizational goals. By getting used to being disciplined, it is hoped that it will foster a sense of responsibility in carrying out the tasks assigned and can create a good learning atmosphere (Alhusaini et al, 2020).

According to Sari and Hadijah (2016) that discipline is the willingness of employees to comply with all regulations that apply in the workplace, both written and unwritten regulations. This discipline has been studied by many previous researchers including (Lovenda et al., 2020), (Harlofida, 2018), and (Dona, 2018).

Work motivation

Work Motivation is an impulse possessed by an individual that can stimulate it to be able to take actions or something that forms the basis or reason for a person to behave or do something. According to Maryam, (2016) that work motivation is a change in energy within a person which is characterized by encouragement that comes from a person to achieve goals. Encouragement and business reactions caused by the need to achieve in life. This makes individuals have the effort, desire and drive to achieve high learning outcomes.

Work motivation is one of the things that influence human behavior, motivation is also known as a driver, desire, supporter or needs that can make a person excited and motivated to reduce and fulfill self-motivation, so that they can act and act according to certain ways that will lead to the optimal. Motivation greatly influences employee performance. (Rindi et al, 2019). According to Jufrizen, (2018) work motivation can be interpreted as a mental state and human mental attitude that provides energy, encourages activities, and directs or channels

behavior towards achieving needs that provide satisfaction or reduce imbalances. Work motivation is a person's encouragement to work, for example, a large salary, a nurturing leader, adequate work facilities, a comfortable work environment and pleasant colleagues and others (Hasibuan & Silvya, 2019).

Incentive

Incentives are a form of reward or additional service marks beyond the basic rights of employees such as salary. Incentives can be in the form of money, goods or in other forms provided by the company to improve the performance of employees at work. Apart from money or goods, incentives can also be given in other forms such as loans, additional benefits or even promotions.

According to Wika, (2017) Incentives are an important factor in the economy. In view of classical economic theory, investment is determined by the interest rate. In contrast to the views of classical economic theory, according to neoclassical theory, investment is optimal capital accumulation.

The company in realizing its goals requires the achievements of the production factors contained in the organization, especially in the work performance of its employees. One way to get employees who can provide optimal work performance is to provide wages or salaries so that it is hoped that the income they receive will meet the living needs of the employee concerned. In this case it is appropriate if the incentive is a means of motivation that encourages employees to work with optimal abilities, which is intended as extra income beyond the salary or wages that have been determined. Providing incentives is intended to be able to meet the needs of employees and their families. The term incentive system is generally used to describe wage payment plans that are linked directly or indirectly to various employee performance standards or organizational profitability, (Budi & Dian, 2017).

According to (Nurul & Rizka, 2016) that incentives are an effort made by the government to increase investor interest in investing. Through the provision of tax incentives, it is hoped that it will have a positive impact on increasing the level of investment and causing various multiplier effects on the national economy. Incentives are given in order to increase the performance of employees. In other words, that the incentive is a gift to an employee based on his individual performance which has passed the standards set by the company (Sugeng et al, 2020).

Table 1: Relevant Previous Research

No	Author (Year)	Previous Research Results	Similarities with this article	Differences with this article
1	Darmawan & Putra (2022)	The Effect of Discipline and Work Motivation on Employee Work Effectiveness	Work Motivation influences Employee Work Effectiveness	The influence of Discipline affects the Work Effectiveness of Employees
2	Ekhsan (2019)	The influence of Discipline, Work Motivation and Incentives have a positive effect on Employee Work Effectiveness	The Influence of Discipline & Motivation influences Work Effectiveness of Employees	Incentives have an effect on the Employee Work Effectiveness
3	Rahadian & Kencana (2016)	The influence of Discipline and Work Motivation has a positive and significant effect on Employee Work Effectiveness	The Influence of Discipline & Work Motivation influences the Work Effectiveness of Employees	The influence of Discipline and Work Motivation has an effect on Employee Work Effectiveness

4	Wadi (2016)	The influence of Discipline and Work Motivation has a positive and significant effect on Employee Work Effectiveness	Work Motivation influences Employee Work Effectiveness	The influence of Discipline affects the Work Effectiveness of Employees
5	Jayanto (2020)	The influence of Discipline, Work Motivation and Incentives have a positive and significant effect on Employee Work Effectiveness	The Influence of Discipline & Work Motivation influences the Work Effectiveness of Employees	Incentives affect Employee Work Effectiveness
6	Gunawan (2019)	The influence of Discipline and Work Motivation has a positive and significant effect on Employee Work Effectiveness.	The Effect of Discipline & Incentives has an effect on Employee Work Effectiveness	The Influence of Discipline and Incentives has an effect on Employee Work Effectiveness
7	Devi & Jeffry (2018)	The influence of Discipline and Work Motivation has a positive and significant effect on Employee Work Effectiveness	Work Motivation influences Employee Work Effectiveness	The influence of Discipline affects the Work Effectiveness of Employees
8	Febrian & Tezar., (2022)	The influence of Discipline, Work Motivation and Incentives have a positive and significant effect on Employee Work Effectiveness	The Influence of Discipline & Work Motivation influences the Work Effectiveness of Employees	Incentives have an effect on Employee Work Effectiveness
9	Ardi et al., (2017)	The influence of Discipline and Work Motivation has a positive and significant effect on Employee Work Effectiveness	The Influence of Discipline & Work Motivation influences the Work Effectiveness of Employees	The influence of Discipline and Work Motivation has an effect on Employee Work Effectiveness

RESEARCH METHODS

The method of writing this Literature Review article is the Qualitative method and Library Research, sourced from the Google Scholar online application, Mendeley and other online academic applications.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature, (Ali, H., & Limakrisna, 2013).

RESULT AND DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article is:

1. The influence of Discipline affects Employee Work Effectiveness

Work discipline is one of the most important operative functions and cannot be ignored because it is part of the employee maintenance function, and if the better the employee work discipline, the higher the work performance that can be achieved (Yasnimar., & Trio, 2020). Work discipline is a mental attitude or condition of a person or group of organizations in which he intends to obey, obey, and comply with the rules, orders, provisions that apply and is able to control himself from the urge of interest in achieving certain goals and objectives as well as maintaining organizational stability and carrying out organizational standards (Ervina et al, 2022).

Work discipline is indeed needed for a company in relation to facilitating and expediting the company in achieving its goals, because the work discipline that is embedded in each employee will provide them with a willingness to obey and carry out the rules that have been set in order to advance the company (Rizal, 2020). Discipline at work can not only improve the quality of an employee towards his work, but can also improve products and profits for a company. That is why the company is very interested in the discipline and performance of its employees. So it is almost certain that every company always tries to evaluate the discipline and performance of its employees (André, 2017). Discipline is obedience to applicable laws and regulations (Abd. Khalid, 2018).

Discussion of the Effect of Discipline on Employee Work Effectiveness, this has been proven by research conducted by, namely: (Pakpahan & Noviandy Aulia, 2022), (Fauzi & Herminingsih, 2021), (Mardalena, Sarinah, & Endang Solichin, 2020).

2. Work motivation influences employee work effectiveness

Work motivation is the provision of driving force or encouragement that gives excitement to someone, so they want to work together, work effectively and be integrated with all the abilities they have to achieve job satisfaction (Laoli & Ndraha, 2022). Work motivation is one of the important things in implementing employee performance in the workplace. For employees, work motivation is very important in achieving performance (Octaria, 2022).

Motivation is an important element in human beings, which plays a role in realizing success in business or human work. The main basis for the implementation of motivation by a leader is knowledge and attention to human behavior that he leads as a determining factor for organizational success (Ilham et al, 2022). Work motivation is an encouragement for employees who generate enthusiasm to work so they can work even better in achieving goals. It can be concluded that motivation is an encouragement from within a person or employee to work as optimally as possible in order to achieve organizational goals as well as fulfill employee needs (Safitri & Abdul, 2022).

Discussion of Work Motivation influences Employee Work Effectiveness, this has been proven by research conducted by, namely: (Renaldi, 2022), (Putra, Yandi, & Maharani, 2020), (Fauzi & Herminingsih, 2021), (Budiyono et al., 2022).

3. Incentives affect Employee Work Effectiveness

The incentives provided by the company are one of the efforts made by the company to increase employee effectiveness. Providing the right incentives aside from improving employee performance is also intended to make employees loyal to work in the company and to stabilize labor turnover (Gihon et al, 2018). Incentives are compensation provided by companies to employees to increase productivity (Tira, 2020).

Incentives are remuneration other than salary given to employees based on work results with the intention that employees want to work better and to be able to achieve higher levels of performance. (Koko et al, 2015). Incentives can be formulated as adequate remuneration for employees whose performance exceeds predetermined standards. Incentives are a factor incentives for employees to work better so that employee performance can increase (Andi, 2019). Discussion of incentives affects employee work effectiveness, this has been proven by research conducted by, namely: (Saputro, Muhammad Havidz Aima, & Farida Elmi, 2020), (Riyanto, Adila, & Ali, 2017).

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework for thinking about this article is processed as follows.

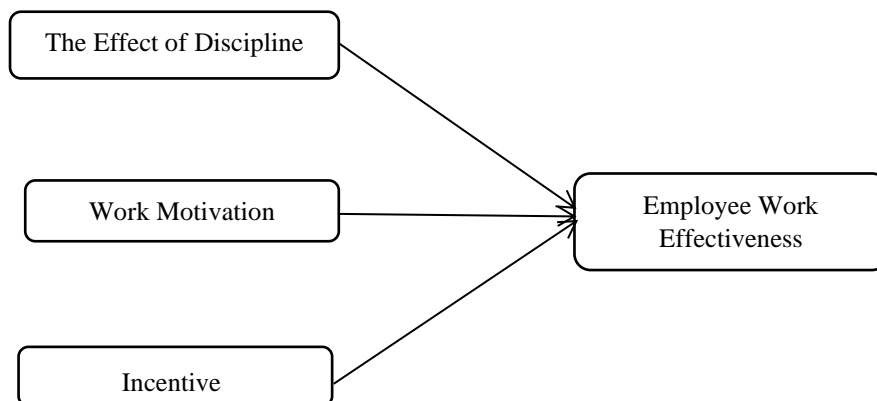


Figure 1: Conceptual Framework

Based on the conceptual framework picture above, then: The Influence of Discipline, Work Motivation, and Incentives affect Employee Work Effectiveness. Apart from these three exogenous variables that affect SHRCM, there are many other variables that influence it, including:

- a) Leadership: (Saputra & Mahaputra, 2022), (Sudiantini & Saputra, 2022), (Lavena & Lo, 2020), (Christian, Suroso, & Untari, 2022), (Gunawan, Suroso, & Syarief, 2022).
- b) Employee Perceptions: (Irdaningsih, Parwoto, & Badawi Saluy, 2020), (Hikmawan & Santoso, 2020), (Sianipar, 2022), (Harahap & Ali, 2020), (Gunawan et al., 2022).
- c) Job Satisfaction: (Haitao, 2022), (Eka & Anik, 2020), (Pamungkas, Iqbal, M, & Saluy, 2022), (Wydyanto & Yandi, 2020), (Khaira, Saputra, & Syarief, 2022).
- d) Quality of Work: (Hafat & Ali, 2022), (Wijayanti et al., 2020), (Rajab, 2021), (Saputra & Sumantyo, 2022), (Saputra, Mahaputra, & Maharani, 2023).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the theory, relevant articles and discussion, hypotheses can be formulated for further research:

1. The influence of Discipline affects the Work Effectiveness of Employees.
2. Work motivation influences employee work effectiveness.
3. Incentives affect Employee Work Effectiveness.

Recommendation

Based on the conclusions above, the suggestion for the next author is that there are many other factors that can influence Employee Work Effectiveness, apart from the Influence of Discipline, Work Motivation, and Employee Work Effectiveness. Therefore, further studies are still needed to look for other factors. Other factors that affect Employee Work Effectiveness. Apart from the three variables examined in this article, such as Leadership, Employee Perceptions, Job Satisfaction, Work Quality and Job Training.

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