

RECOMMENDATIONS FOR RESOLVING COMMUNITY AND COMPANY LAND CONFLICTS IN RIAU PROVINCE

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Abstract

The purpose of this study was to determine the effect of Work Motivation and Work Discipline on Employee Performance at Daffa Florist. For the method used in this research is to use quantitative methods using survey methods through questionnaires distributed to employees. Especially those who served at Daffa Florist involving 28 employees. The data analysis techniques used in this study are validity and reliability tests, descriptive analysis, classical assumption tests, multiple linear regression tests and hypothesis testing. The result of this research is to find out how the influence of Work Motivation and Work Discipline on Employee Performance at Daffa Florist, so this study uses the data analysis techniques mentioned to find out how employee performance and its influence on employee work motivation. Data analysis was carried out with the help of the SPSS 25 (Statistic Product And Service Solution) application program, with the help of the program it showed the results that the probability in the influence of work motivation with the calculation of the formula based on the application program was 0.017%, in order to better know the results of the comparison between work motivation and work discipline, the calculation was carried out again using the Microsoft Excel program with the results of 1.986%. So that the results of the probability calculation show that the calculation of the comparison between the effect of Work Motivation and Work Discipline on Employee Performance at Daffa Florist is $0.000 < 0.05\%$.

Keywords: *Work Motivation; Work Discipline; Employee Performance.*

Introduction

Employee performance is the level of achievement or results of a person's work from the goals to be achieved or the tasks to be achieved or the tasks to be carried out in accordance with their respective responsibilities within a certain period of time. Motivation is one of the factors that can support the achievement of maximum performance, because motivation is a person's internal state that activates and directs his behavior towards certain goals (Robbins ,2006:121)

Daffa Florist is a flower bouquet company located at kp.tarigu bunga, rt 02 RW 09, Singdanglaya village, Cipanas district, Cianjur regency. Daffa Florist is a flower

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bouquet seller that provides various kinds of flower bouquets with various designs and models. Daffa Florist has a luxurious and elegant concept. Daffa Florist is a flower bouquet seller in Cianjur City who offers a kiosk concept that is different from other florists in Cianjur City. Apart from selling flower bouquets, Daffa Florist also offers chocolate bouquets, to bouquets filled with money as gifts that are commonly used at engagement events, and also weddings, all of which can be adjusted to the wishes of consumers. Daffa Florist also offers services in the form of flower arrangements, and various decorations. others that can beautify flower bouquet arrangements, and delivery services. Daffa Florist is a flower bouquet business that has been operating since 1995 which is well known and has customers outside the city of Cianjur. The store concept is specially designed in a modern way, so customers or consumers who want to buy products at Daffa Florist feel an elegant and classy feel. This modern and classy concept is maintained by Daffa Florist to attract the attention of its customers.

The performance of Daffa Florist employees for the last 5 months has decreased. This condition is characterized by the completion of work assignments that are not in accordance with the specified schedule. Some of the agendas that have been set at Daffa Florist are not implemented optimally, the result of these conditions can slow down the achievement of company goals. The results of the evaluation every 3 months show that the employee's performance is still not optimal. The front office service which is the main gate of the face of the company is very important, but there are still 4 deficiencies, namely employees who are less communicative in conveying information to consumers. According to Sondang Siagian (2015: 138), motivation is a force that drives and can bring about the willingness or desire of an individual to maximize his abilities including his time, skills, and energy in carrying out a number of activities that he must be accountable for in order to achieve the goals and objectives that have been set previously.

Furthermore, according to Moekijat (2012) there is a very close relationship between high work motivation and discipline. If employees feel happy in their work, then they generally have discipline. Conversely, if their work morale or work enthusiasm is low, then they can adapt to bad habits. They may not even be polite to the leader. In general they agreed to orders, but with displeasure. Good discipline reflects the magnitude of a person's sense of responsibility towards the tasks assigned to him. With high work discipline employees will be able to achieve maximum work effectiveness, be it time discipline, rules or regulations that have been set by the

organization. Regulations are very necessary to provide guidance and counseling for employees in creating good order in companies/agencies where with good order, morale, work morale, efficiency and effectiveness of employee work will increase. The success of an office can also be seen from its ability to improve office performance, which can be achieved depending on employee performance

Every job requires strong motivation to be willing to carry out work and be able to create high performance in an enthusiastic, passionate and dedicated manner. According to research conducted by Muhamad Holil and Agus Sriyanto (2010) which states that motivation has a positive and significant influence on employee performance and work discipline does not have a positive and significant effect on employee performance. Meanwhile, research conducted by Dika Arizona, Harsuko Riniwati and Nuddin Harahap (2013) states that work motivation and work discipline have a positive and significant influence on employee performance.

Results and Discussion

RESULTS

Variable X1 (Work Motivation)

The following presents data on the results of the Validity Test of Work Motivation Variables (X1).

Table 1. Results of Testing the Validity of Work Motivation Variables (X1)

		NS1	NS2	NS3	Work motivation
MK 1	Pearson Correlation	1	.544**	.572**	.837**
	Sig. (2-tailed)		.000	.000	.000
	N	28	28	28	28
MK 2	Pearson Correlation	.544**	1	.601**	.856**
	Sig. (2-tailed)	.000		.000	.000
	N	28	28	28	28
MK 3	Pearson Correlation	.572**	.601**	1	.842**
	Sig. (2-tailed)	.000	.000		.000
	N	28	28	28	28
Work motivation	Pearson Correlation	.837**	.856**	.842**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	28	28	28	28

** . Correlation is significant at the 0.01 level (2-tailed).

Based on table 1 the results of the validity test for the work motivation variable (X₁) show that the value of r-count > r-table (0.355), it can be concluded that all research instruments for the work motivation variable (X₁) are declared valid, so the statement items can be used in this research.

Variable X2 (Work Discipline)

The following presents data on the results of the Validity Test of Work Discipline Variables (X2).

Table 2. Results of Testing the Validity of Work Discipline Variables (X2)

		GH1	GH2	GH3	GH4	Work Discipline
DK 1	Pearson Correlation	1	.728 ^{**}	.637 [*]	.588 [*]	.862 ^{**}
	Sig. (2-tailed)		.000	.000	.000	.000
	N	28	28	28	28	28
DK 2	Pearson Correlation	.728 ^{**}	1	.735 [*]	.720 [*]	.930 ^{**}
	Sig. (2-tailed)	.000		.000	.000	.000
	N	28	28	28	28	28
DK 3	Pearson Correlation	.637 ^{**}	.735 [*]	1	.615 [*]	.845 ^{**}
	Sig. (2-tailed)	.000	.000		.000	.000
	N	28	28	28	28	28
DK 4	Pearson Correlation	.588 ^{**}	.720 [*]	.615 [*]	1	.852 ^{**}
	Sig. (2-tailed)	.000	.000	.000		.000
	N	28	28	28	28	28
Work Discipline	Pearson Correlation	.862 ^{**}	.930 [*]	.845 [*]	.852 [*]	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	28	28	28	28	28

******. Correlation is significant at the 0.01 level (2-tailed).

Based on table 1 the results of the validity test for the Discipline variable (X2) show that the r-count value > r-table (0.355), it can be concluded that all research instruments for the Work Motivation variable (X₁) are declared valid, so the statement items can be used in research This.

Variable Y (Employee Performance)

Table 3. Results of Testing the Validity of Employee Performance Variables (Y) Correlations

		AP1	AP2	AP3	AP4	Employee performance
KK 1	Pearson Correlation	1	.476 ^{**}	.457 ^{**}	.409 ^{**}	.740 ^{**}
	Sig. (2-tailed)		.000	.000	.000	.000
	N	28	28	28	28	28
KK 2	Pearson Correlation	.476 ^{**}	1	.660 ^{**}	.516 ^{**}	.833 ^{**}
	Sig. (2-tailed)	.000		.000	.000	.000

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	N	28	28	28	28	28
KK 3	Pearson Correlation	.457**	.660**	1	.549**	.827**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	28	28	28	28	28
KK 4	Pearson Correlation	.409**	.516**	.549**	1	.783**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	28	28	28	28	28
Employee performance	Pearson Correlation	.740**	.833**	.827**	.783**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	28	28	28	28	28

** . Correlation is significant at the 0.01 level (2-tailed).

Based on table 3 the results of the validity test for the Employee Performance variable (Y) show that the value of $r\text{-count} > r\text{-table}$ (0.355), it can be concluded that all research instruments for the Employee Performance variable (Y) are declared valid, so statement items can be used in this research.

Reliability Test

Items that have been declared valid are then tested for reliability. The test results are as follows:

Table 4. Reliability Test Results

Variabel	Cronbach's Alpha	Koefisien	Informatio
Work motivation	.728	0,70	Reliabel
Work Discipline	.892	0,70	Reliabel
Employee	.804	0,70	Reliabel

A variable can be said to be reliable if the value of Cronbach's Alpha > 0.70 (Anam et al., 2021). Based on table 2, all variables in this study have a Cronbach's Alpha score > 0.70 . Because the test results are in accordance with the provisions and theory statistics, the data is reliable and can be used for subsequent tests.

Normality Test

Table 5. Normality Test Results One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual
N	28

Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.128 95010
Most Extreme Differences	Absolute	.079
	Positive	.046
	Negative	-.079
Test Statistic		.079
Asymp. Sig. (2-tailed)		.146 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

From the table above it can be seen that the value of Asymp.Sig.(2-tailed) is 0.124. This shows that the value of Asymp.Sig.(2-tailed) is greater than > 0.05 , namely $0.124 > 0.05$. So it can be concluded that the residual data has been normally distributed.

Multicollinearity Test

Table 6. Multicollinearity Test Results

Variable	Tolerance	VIF	Information
Work motivation	0,696	1,436	There is no multicollinearity
Work Discipline	0,769	1,301	There is no multicollinearity

Based on Table 5.9, it can be seen that the tolerance value and VIF Work Motivation is 0.696 and VIF 1.436, Work Discipline tolerance value is 0.769 and VIF is 1.301, Perceived Price tolerance value is 0.521 and VIF is 1.921, and for the price perception variable the tolerance value of 0.541 and VIF of 1.848. These results indicate that the tolerance value is greater than 0.10 and the VIF value is less than 10, so the study variable is considered free from multicollinearity symptoms. From the above analysis it can be stated that the variables of Work Motivation, Work Discipline, can be stated that they do not experience multicollinearity disturbances in the regression model, so that they meet the requirements of regression analysis.

Heteroscedasticity Test

Table 7. Heteroscedasticity Test Results

<i>Coefficients</i>			
Variable	T	Sig.	Information
1 (Constant)	1,715	0,090	

Work motivation	0,035	0,28 2	There are no signs of heteroscedasticity
Work Discipline	-0,191	0,849	There are no signs of heteroscedasticity

From the results of the heteroscedasticity processing carried out with the Glejser test, it shows that the significance value of the heteroscedasticity test results above as a whole has a significance level of > 0.05 . The Variable of Work Motivation shows $0.282 > 0.05$, then the Work Discipline variable shows $0.849 > 0.05$, and perceived price is $0.854 > 0.05$ So, it can be concluded that the regression model above does not show symptoms of heteroscedasticity.

Autocorrelation Test

Table 8. Autocorrelation Test Results Conclusion
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.784 ^a	.617	.599	3.654	1.797

a. Predia. Predictors: (Constant), Work Motivation and Work Discipline

b. Dependent Variable: Employee Performance: (Constant), Work Motivation and Work Discipline

Based on the results of the autocorrelation test with Durbin-Watson in table 5.13 it shows that the Durbin-Watson value is 1.797. This value is greater than the Du value (1.570) and smaller than the 4-Du value (2.430), meaning that it can be concluded that there are no autocorrelation symptoms.

Multiple Linear Regression Test

Table 9. Multiple Linear Regression Test Results

Coefficients^a

Model		Unstandarized Coefficient		Standarized Coefficient		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.360	2.579		.915	.363
	Work motivation	.193	.079	.180	2.437	.017

Work Discipline	.128	.054	.258	3.668	.000
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a. Dependent Variable: Employee Performance

Source: Primary Data Processing 2023

From Table 5.12 it is known that the multiple linear regression equation is:

$$Y = a + MKX1 + DKX2 + e$$

$$Y = 2.360 + 0.193 + 0.128 + e$$

Based on the results of the multiple linear regression equation, it can be described in the explanation below: 1). The constant shows 2.360, meaning that if the independent variables are considered constant, then the performance of Daffa Florist employees is 2.360. 2). The regression coefficient of Work Motivation (X1) shows 0.193, meaning that if the Work Motivation variable increases by 1 unit, it will increase Daffa Florist Employee Performance, namely 0.193. 3). The regression coefficient of Work Discipline (X2) is 0.128, meaning that if the Work Discipline variable increases by 1 unit, then the Performance of Daffa Florist Employees will increase by 0.128.

Test The Coefficient Of Determination

Table 10. Test Results for the Coefficient of Determination Model Summary

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.807 ^a	.651	.636	2.245

a. Predictors: (Constant), Price Perception, Work Motivation, Work Discipline

Source: Primary Data, processed in 2023

From the table above, it can be seen that the value of the adjusted r square is 0.636, this means that variations in employee performance variables can be explained by the independent variables (work motivation, work discipline and price perceptions) of 63.6%. While 36.7% (100% - 63.6% = 36.7%) is explained by other factors that are not included in this research model

Test F

Table 10 Hypothesis Testing Results (F-test) Anova^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
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1	Regression	1544.186	2	386.046	26.591	.000 ^b
	Residual	1335.649	28	14.518		
	Total	2879.835	28			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), work motivation, work discipline

Source: Primary Data, processed in 2023

From the data calculation above, the Fcount value is 26.591 with a significance value of 0.000. To calculate the previous Ftable, first determine df1 and df2, with a significance value of 0.05. Where df1 is the number of independent variables, namely 4, while df2 is the residual value of the model (n-k-1), namely 28 where (n) is the number of respondents and (k) is the number of dependent variables.

Ftable = 2.47 (obtained from excel), so it can be concluded that the value of Fcount > Ftable (26.59 > 2.47) with a significance level of 0.000 < 0.05. This shows that H0 is rejected and H1 is accepted. So, it can be concluded that work motivation, work discipline simultaneously or simultaneously affect employee performance.

Test T

**Table 11 Hypothesis Testing Results (F-test)
Coefficients^a**

Model		Unstandarized		Standarized		
		Coefficient		Coefficient		
		B	Error Std.	Beta	t	Sig.
1	(Constant)	2.360	2.579		.915	.363
	Work motivation	.193	.079	.180	2.437	.017
	Work Discipline	.128	.054	.258	3.668	.000

Source: Primary Data Processing 2023

Dependent Variable: Employee Performance

In accordance with Table 5.17, the results of the tcount of the Work Motivation variable (X1) are 2.437, the probability is 0.017. In order to find out the ttable with the help of the Microsoft Excel program, the formula =tinv(α;df2) so that the ttable value shows 1.986. Thus the results obtained are 2.437 > 1.986. significance is 0.017 < 0.05. The conclusion is that the variable Work Motivation has an influence on Employee Performance. So that the higher the consumer's work motivation, the employee's performance will increase.

The results of the tcount of the Work Discipline variable (X2) are 3.668, the probability is 0.000. In order to know the ttable, we need the help of the Microsoft Excel program through the formula $=\text{tinv}(\alpha;df2)$ so that the ttable value shows 1.986. Thus the results obtained are $3.668 > 1.986$, a significance value of $0.000 < 0.05$. So the conclusion is that the Work Discipline variable has an influence on Employee Performance. This indicates that the consumer's Work Discipline is getting higher, so that Employee Performance has increased.

DISCUSSION OF RESEARCH RESULTS

The Effect of Work Motivation, Work Discipline on Daffa Florist Employee Performance

In accordance with the results of $t_{\text{count}} > t_{\text{table}}$ which shows $2.437 > 1.986$, the significance is $0.017 < 0.05$. Thus it can be concluded that work motivation has a significant effect on employee performance at Daffa Florist (H_0 is rejected and H_2 is accepted). Research from Rachman and Santoso (2015) supports the results of this study with the results of the study namely Work Motivation has a significant effect on employee performance at Daffa Florist. This is in accordance with research from Kholifah et al., (2014) namely work motivation has a significant influence on employee performance at Daffa Florist.

The Effect of Work Motivation on Daffa Florist Employee Performance

Work Discipline has a significant effect on Employee Performance at Daffa Florist. According to the results of $t_{\text{count}} > t_{\text{table}}$, namely $3.668 > 1.986$, the significance value is $0.000 < 0.05$. In order to know the ttable, it is assisted by the Microsoft Excel program through the formula $=\text{tinv}(\alpha;df2)$, so that the ttable value shows 1.986. Thus the conclusion that can be drawn is that work discipline has a significant effect on employee performance at Daffa Florist (H_0 is rejected and H_2 is accepted). Research from Broto and Wenas (2016) supports the results of this study, which suggests that work discipline has a significant effect on employee performance at PT. Hajrat Eternal Bitung branch. Respondents' assessments dominate good work discipline and influence high employee performance, this is because if someone has high work motivation, their performance will also be good.

Conclusion

Work Motivation, Work Discipline simultaneously have a positive effect on Employee Performance (Y) at Daffa Florist. Work motivation (X1) partially has a positive effect on employee performance (Y) at Daffa Florist. Work Discipline (X2) partially has a positive effect on Employee Performance (Y) at Daffa Florist

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