

## The Impact of Discipline and Motivation on Employee Performance in the Civil Service Police Unit of Lampung Province

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### ABSTRACT

*This study investigates the influence of discipline and motivation on employee performance within the Civil Service Police Unit of Lampung Province. Recognizing the critical role these factors play in organizational success, the research employs a quantitative approach, utilizing a sample of 49 respondents. Data were collected through a Likert Scale questionnaire and analyzed using SPSS software. The findings reveal that both discipline and motivation significantly and positively affect employee performance, with significance levels of 0.005 and 0.000, respectively. The regression analysis indicates that 26.3% of the variance in performance can be attributed to these factors. However, challenges such as distrust and perceived injustice in discipline enforcement, along with unhealthy competition among employees, were identified as areas needing improvement. The study concludes that effective management practices promoting fair discipline enforcement and healthy motivation are essential for enhancing employee performance. These insights contribute to the existing literature by providing empirical evidence of the impact of discipline and motivation in a civil service context, and suggest avenues for future research to explore additional performance-influencing factors and the long-term effects of improved management strategies.*

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**Keywords:** *Discipline, Motivation, Employee Performance, Civil Service, Management Practices*

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### Introduction

Employee performance is a critical factor in the success of any organization, particularly within public service sectors such as the Civil Service Police Unit of Lampung Province. Performance is often viewed as the measure of how effectively employees fulfill their roles and contribute to the organization's overall objectives. Previous studies have consistently highlighted discipline and motivation as key drivers of employee performance (Purwaningrum & Purnomo, 2024; Setiawan et al., 2018). For example, research has shown that disciplined employees are more likely to adhere to organizational policies and procedures, leading to higher productivity and job satisfaction. Similarly, motivated employees tend to exhibit greater commitment and work enthusiasm, which positively impacts their performance (Barusman & Cahyani, 2024; Malik & Vrawati, 2015; Mangkunegara & Octorend, 2015; Siburian et al., 2023).

Despite the well-established importance of these factors, there remains a gap in understanding the specific impact of discipline and motivation within the unique context of civil service organizations, where different challenges such as bureaucratic rigidity and varying levels of job security may influence these dynamics (Lee & Kim, 2014; Meyer-Sahling et al., 2019; Perdana et al., 2024; Vandenabeele, 2009). This study aims to address this gap by examining the influence of discipline and motivation on employee performance in the Civil Service Police Unit of Lampung Province. By doing so, it seeks to provide actionable insights into effective management practices that can enhance organizational performance and contribute to the broader understanding of employee performance in public service settings (Nugroho et al., 2023; Puspasari et al., 2022; Sabila & Alam, 2024).

### Methodology

This research employs a quantitative approach to investigate the relationship between discipline, motivation, and employee performance. A sample of 49 respondents from the Civil Service Police Unit was selected for the study, ensuring a representative cross-section of the organization's workforce (Bodziany et al., 2021; Dick & Metcalfe, 2001; van der Kolk et al., 2019). Data were collected using a structured Likert Scale questionnaire, which measured employees' perceptions of discipline, motivation, and their own performance. The questionnaire was carefully designed to capture both the positive and negative aspects of these variables, allowing for a nuanced analysis (Asare & Adzrolo, 2013; Barusman, 2019; Fitria et al., 2019; Khan & Jabbar, 2013).

The analysis was conducted using SPSS software, which provided the necessary tools for performing regression analysis and other statistical tests. The rationale for choosing a quantitative methodology lies in its ability to quantify the relationship between variables and provide statistically significant insights into the factors influencing employee performance. This approach ensures the validity and reliability of the findings, allowing for generalizable conclusions to be drawn from the data (Cappelli & Conyon, 2017; Hsu & Wang, 2008; Pradhan & Jena, 2016; Sharma & Sharma, 2017).

## **Result and Discussion**

### **Results**

The results of the study indicate that both discipline and motivation have a significant positive effect on employee performance within the Civil Service Police Unit of Lampung Province. The regression analysis revealed a positive correlation between these variables, with discipline showing a significance level of 0.005 and motivation 0.000, both of which are below the 0.05 threshold, confirming their statistical significance. The coefficient of determination ( $R^2$ ) was calculated at 0.263, suggesting that 26.3% of the variance in employee performance can be attributed to the combined effects of discipline and motivation.

Further analysis showed that discipline had a moderately strong influence on performance, with a standardized coefficient ( $\beta$ ) of 0.332. This suggests that as discipline increases, so does performance, although the relationship is not overwhelmingly strong. Motivation, on the other hand, had a stronger influence, with a standardized coefficient ( $\beta$ ) of 0.428, indicating that employees who are more motivated tend to perform significantly better.

### **Discussion**

The findings of this study offer significant insights into the management practices within the Civil Service Police Unit of Lampung Province, particularly in relation to discipline and motivation. The positive relationship between discipline and employee performance aligns with Setiawan et al.'s (2018) findings, emphasizing that a structured and well-enforced system of rules and expectations is crucial for enhancing employee outcomes. However, the study also revealed potential challenges, such as distrust and perceived injustice in the enforcement of disciplinary measures. These issues suggest that management must ensure that disciplinary actions are applied fairly and transparently to avoid detrimental effects on employee morale and performance, as highlighted by previous research (Lee & Kim, 2014; Vandenabeele, 2009).

Motivation was found to have a more substantial impact on performance than discipline, which reinforces the importance of fostering a supportive work environment. This finding is consistent with the research by Mangkunegara and Octorend (2015), as well as Siburian et al. (2023), which underscores the value of recognizing employee achievements, providing opportunities for career advancement, and aligning work with employees' personal goals. Nonetheless, the study identified challenges such as unhealthy competition among employees, which can result in a toxic work environment if not managed properly. Addressing these issues is essential for sustaining high levels of motivation and performance, as noted in the literature (Meyer-Sahling et al., 2019).

These findings contribute to the existing literature by providing empirical evidence on the influence of discipline and motivation on employee performance within the civil service context. The study suggests that while both factors are pivotal, motivation may play a more critical role in driving performance. Future research could build on these findings by exploring additional factors that influence performance, such as organizational culture, leadership style, and employee engagement, and by investigating the long-term effects of enhanced discipline and motivation strategies on performance outcomes (Nugroho et al., 2023; Puspasari et al., 2022).

### **Conclusion**

This study underscores the critical role of discipline and motivation in enhancing employee performance within the Civil Service Police Unit of Lampung Province. The findings indicate that effective management practices that promote fair discipline enforcement and healthy motivation are essential for creating a productive work environment. Specifically, while discipline contributes to performance, motivation has a more pronounced impact, suggesting that efforts to improve employee motivation may yield greater performance benefits. The research contributes to the existing literature by providing empirical evidence of the impact of these factors in a civil service context, where unique challenges may influence employee behavior. The study's insights into the potential pitfalls of unfair discipline practices and unhealthy competition also offer valuable guidance for managers seeking to optimize their workforce's performance. Future research could explore additional factors influencing performance and investigate the long-term effects of improved discipline and motivation strategies to further enhance the understanding of employee performance in public service organizations.

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