

## The Influence Of Motivation And Work Discipline On The Performance Of Traffic Unit Members Of Bekasi Metro Police

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### ABSTRACT

This study aims to determine how much influence Motivation and Work Discipline have on the Performance of Traffic Unit Members of Bekasi Metro Police. Good motivation and work discipline are predicted to be variables that can continuously improve member performance. The author's purpose in conducting this study was to determine and analyze motivation, work discipline and member performance as well as the magnitude of the influence of motivation and work discipline on the performance of Traffic Unit members of Bekasi Metro Police, both simultaneously and partially. The method used in this study is a method with a quantitative descriptive approach. The sample in this study was 36 members of the Traffic Unit of Bekasi Metro Police. The data in this study are primary data, where the data was obtained from respondents' answers to the questionnaire that the author distributed. Based on the data analysis results that the author has done, it was found that there is an influence of motivation and discipline on the performance of Traffic Unit members of Bekasi Metro Police, both partially and simultaneously. Member performance is influenced by motivation and discipline variables by 56.6% and the remaining 43.4% is influenced by other factors not examined in this study.

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## 1. Introduction

In an organization, members play an important role in every activity to achieve organizational goals. Members must provide the best possible performance to the organization. In carrying out work assigned to members, there must be rules that emphasize how and what should be done by members, so that member performance at work can be more optimal. Many factors influence member performance at work, including the existence of motivation and discipline that is created in the work environment. If motivation and work discipline are well established, then member performance will be able to be improved. Members must provide the best possible performance to achieve organizational goals, one way that can be taken is to motivate

members to provide the best possible performance to the organization. Members who are diligent in carrying out their duties are driven by high motivation.

Employees who are dissatisfied with their work tend to withdraw or avoid work situations, both physically and psychologically. When someone is motivated, they do their best to achieve what they want. Without motivation, employees cannot perform tasks or even exceed standards because they are not motivated.

The same thing happens in the Traffic Unit environment of Bekasi Metro Police, to achieve the goals of the organization's vision and mission, of course, competent members in their field are needed. To create competent members, the performance of Traffic Unit members of Bekasi Metro Police must also be good and able to provide excellent service to the community. Member performance is an effort to provide optimal service to the community. Traffic Unit members of Bekasi Metro Police as public servants who protect, nurture, serve the community and law enforcement, must be able to create performance that achieves the targets and vision and mission of Bekasi Metro Police.

The main challenge in an organization is how to create human resources or members who can produce optimal performance to achieve organizational goals. At Bekasi Metro Police, the success of members at work will be seen from their performance. With high motivation and good discipline between superiors and subordinates as well as good cooperation between co-workers, good performance from members will be created naturally. However, this is still far from expectations because the performance of members at the Traffic Unit of Bekasi Metro Police is still low.

The motivation possessed by members also appears to be not yet maximal due to lack of rewards from superiors, and efforts to increase member motivation at work are what cause the lack of member performance at work. The discipline of members plays an important role in task execution to produce high performance. In addition, organizations that have certain habits in coordinating their members can be said to be organizational culture and can also be called work culture, where high motivation and discipline from members are conditionally instilled, then it is expected to be able to improve high performance from the organization. Good discipline will give birth to work culture which is a habit that is done repeatedly by members in an organization. Violations of these habits indeed have no firm sanctions, but from the organizational actors morally have agreed that these habits are habits that must be obeyed in the context of work execution to achieve organizational goals.

Based on observations made by the author, the performance of Traffic Unit members of Bekasi Metro Police in implementing the established service work is still quite low. This is evident from several problems that exist at Bekasi Metro Police. These symptoms include the following:

- a. Members at work still do not perfectly comply with existing rules and are less loyal to their work, so in one office room sometimes there are still many who blame each other.
- b. There are still many members who at work only work alone and prioritize their own work, without wanting to share with other members.

- c. In terms of information, members are still reluctant to provide information they receive, so much important information does not reach other co-workers.

With these symptoms, the author suspects this is caused by the lack of discipline of members both done by superiors and by members themselves, this is evident from the percentage results of member discipline getting a percentage of 50%. So much work is not in accordance with expectations. This is evident from much work that is not completed on time, much work that is delayed and neglected.

In addition, the author suspects other factors that cause the low performance of Traffic Unit members of Bekasi Metro Police, this is evident from the percentage results of member performance getting a percentage of 45%, then the lack of motivation from superiors to their subordinates. Motivation is a very important thing, because with motivation, work will be able to be explained according to the job and task section. However, this does not happen at the Traffic Unit of Bekasi Metro Police. So the execution of important tasks does not reach their targets. Without good motivation between superiors and subordinates will affect the performance of the members themselves.

Success in carrying out main tasks and functions effectively and efficiently at Bekasi Metro Police is a reflection of success in implementing Human Resource Management. Indicators of this success can be seen from the performance of members. While the performance of these members is formed by various factors that influence it. Therefore, various directed efforts to improve performance among members seem to be the main problem.

Good performance is performance that is supported by the quality of human resources which includes reasoning power, feeling power and physical ability in attitude, action and behavior. If this is covered in the work dimension, then physical ability, attitude and action are the actualization of mental attitude and work ability in carrying out tasks and work.

Based on the above description, the author is interested in conducting more in-depth research on "The Influence of Motivation and Work Discipline on the Performance of Traffic Unit Members of Bekasi Metro Police".

## **2. Research Hypothesis**

Hypothesis according to Sugiyono (2019:99), is a temporary answer to the research problem formulation and is based on empirical facts obtained through data collection. Based on the main problems that have been presented in Chapter I, and the theoretical foundation that supports this research (presented in Chapter II), then the working hypothesis can be proposed as follows: It is suspected that there is an influence of Motivation on member performance; It is suspected that there is an influence of work discipline on member performance; It is suspected that there is an influence of Motivation and Work Discipline simultaneously on member performance.

**3. Theoretical Review**

Motivation is an individual who has a reserve of potential energy, how this energy is released and developed depends on the strength or motivational drive of the individual and the situation and opportunities available. Robbins (2017: 206-234).

Work Discipline is every effort to coordinate a person's behavior in the future by using laws and rewards. Flippo (2020). Performance is the quality and quantity of work results achieved by a Member in carrying out their duties in accordance with the responsibilities given to them. TR. Mitchell (2018:51)

**4. Research Methodology**

The method used in this study is descriptive and verificative method. According to Sugiyono (2012: 53), descriptive method is a problem formulation related to questions about the existence of independent variables, whether only on one variable or more (independent variables are variables that stand alone, not independent variables because if independent variables are always paired with dependent variables).

**5. Research Results and Discussion**

**Discussion**

Table 1. Motivation (X1) Recapitulation

Descriptive Statistics			
	Mean	N	Category
Salary can provide encouragement to work harder	4.19	36	Good
Old age security allowance to bind members	4.06	36	Good
The work given is very challenging to my abilities	4.03	36	Good
I want to develop my abilities while working at the company	4.19	36	Good
I feel the current work environment is very conducive	4.06	36	Good
Every target achievement, I always get appreciation or reward	3.58	36	Good
Every work result that has been implemented deserves appreciation	3.53	36	Good
Every work result that has been implemented deserves appreciation	3.47	36	Good
I want to develop my career at this company	3.58	36	Good
I want to get rewards at this company	3.53	36	Good
Motivation	3.82	36	Good

Based on the Table above, it can be described about the recapitulation of the Motivation variable which obtained an average result of 3.82 included in the Good category.

Table 2. Work Discipline Variable (X2) Recapitulation

Descriptive Statistics			
	Mean	N	Category
Member attendance time accuracy	3.72	36	Good
Work time utilization	3.72	36	Good
Member departure time suitability	3.53	36	Good
Member compliance with superior instructions	3.81	36	Good
Understanding of organizational rules	3.83	36	Good
Implementation of organizational rules	3.94	36	Good
Courtesy, neatness and suitability in dressing	3.83	36	Good
Suitability of office uniform usage with institutional procedures	3.86	36	Good
Compliance in using institutional identification	4.00	36	Good
Understanding of office equipment usage	4.17	36	Good
Participation in equipment maintenance	3.94	36	Good
Work execution based on SOP	3.92	36	Good
Work execution based on SPM	3.94	36	Good
Work execution based on community expectations	4.28	36	Very Good
Work Discipline	3.60	36	Good

Based on the Table above, it can be described about the recapitulation of the Discipline variable which obtained an average result of 3.60 included in the Good category.

Table 3. Performance Variable (Y) Recapitulation

Descriptive Statistics			
	Mean	N	Category
The work done can be assessed for its quality	3.97	36	Good
The work done already meets targets or expectations	4.17	36	Good
The work done is already very satisfying	4.00	36	Good
The work done can be completed with the predetermined target time	3.97	36	Good
At work, don't like to procrastinate on work completion	4.08	36	Good
At work, have high initiative	4.06	36	Good
Have creative ideas and thoughts in	3.97	36	Good

improving work quality			
Provide input to leadership on what will be done	4.22	36	Very Good
At work, have their own way to achieve targets	4.17	36	Good
At work, always exceed predetermined targets	4.14	36	Good
At work, become a role model and example for other Members	4.17	36	Good
Always communicate well with leadership	4.14	36	Good
Always communicate well with co-workers	3.97	36	Good
In terms of problem solving, able to become a mediator in solving the problem	4.17	36	Good
<b>Performance</b>	<b>3.80</b>	<b>36</b>	<b>Good</b>

Based on the Table above, it can be described about the recapitulation of the Performance variable which obtained an average result of 3.80 included in the Good category.

**Validity Test**

Table 4. Motivation Variable (X1) Validity Test

		Correlations	
		Motivation	Validity
Salary can provide encouragement to work harder	Pearson	.706**	
	Correlation		
	Sig. (2-tailed)	.000	Valid
Old age security allowance to bind members	N	36	
	Pearson	.750**	
	Correlation		
The work given is very challenging to my abilities	Sig. (2-tailed)	.000	Valid
	N	36	
	Pearson	.385*	
I want to develop my abilities while working at the company	Correlation		
	Sig. (2-tailed)	.002	Valid
	N	36	
I feel the current work environment is very conducive	Pearson	.706**	
	Correlation		
	Sig. (2-tailed)	.000	Valid
Every target achievement, I always get appreciation or reward	N	36	
	Pearson	.750**	
	Correlation		
	Sig. (2-tailed)	.000	Valid
	N	36	
	Pearson	.622**	
	Correlation		
	Sig. (2-tailed)	.000	Valid

Every work result that has been implemented deserves appreciation	N	36	
	Pearson Correlation	.762**	
	Sig. (2-tailed)	.000	Valid
Every work result that has been implemented deserves appreciation	N	36	
	Pearson Correlation	.477**	
	Sig. (2-tailed)	0.003	Valid
I want to develop my career at this company	N	36	
	Pearson Correlation	.622**	
	Sig. (2-tailed)	.000	Valid
I want to get rewards at this company	N	36	
	Pearson Correlation	.762**	
	Sig. (2-tailed)	.000	Valid
	N	36	

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

\* Correlation is significant at the 0.05 level (2-tailed).

Based on the Table above, the validity test results of questionnaire items for the motivation variable with critical  $r < 0.025$  show that all items have significance values that are smaller, and are declared Valid.

Table 5. Work Discipline Variable (X2) Validity Test

	Correlations		
		Work Discipline	Validity
Member attendance time accuracy	Pearson Correlation	.491**	
	Sig. (2-tailed)	.002	Valid
	N	36	
Work time utilization	Pearson Correlation	.491**	
	Sig. (2-tailed)	.002	Valid
	N	36	
Member departure time suitability	Pearson Correlation	.493**	
	Sig. (2-tailed)	.002	Valid
	N	36	
Member compliance with superior instructions	Pearson Correlation	.511**	
	Sig. (2-tailed)	.001	Valid
	N	36	
Understanding of organizational rules	Pearson Correlation	.504**	
	Sig. (2-tailed)	.002	Valid
	N	36	

Implementation of organizational rules	Pearson	.538**	
	Correlation		
	Sig. (2-tailed)	.001	Valid
Courtesy, neatness and suitability in dressing	N	36	
	Pearson	.556**	
	Correlation		
Suitability of office uniform usage with institutional procedures	Sig. (2-tailed)	.000	Valid
	N	36	
	Pearson	.760**	
Compliance in using institutional identification	Correlation		
	Sig. (2-tailed)	.002	Valid
	N	36	
Understanding of office equipment usage	Pearson	.435**	
	Correlation		
	Sig. (2-tailed)	.008	Valid
Participation in equipment maintenance	N	36	
	Pearson	.449**	
	Correlation		
Work execution based on SOP	Sig. (2-tailed)	.006	Valid
	N	36	
	Pearson	.452**	
Work execution based on SPM	Correlation		
	Sig. (2-tailed)	.005	Valid
	N	36	
Work execution based on community expectations	Pearson	.584**	
	Correlation		
	Sig. (2-tailed)	.005	Valid
Work execution based on SOP	N	36	
	Pearson	.537**	
	Correlation		
Work execution based on SPM	Sig. (2-tailed)	.001	Valid
	N	36	
	Pearson	.445**	
Work execution based on community expectations	Correlation		
	Sig. (2-tailed)	.007	Valid
	N	36	

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

\* Correlation is significant at the 0.05 level (2-tailed).

Based on the Table above, the validity test results of questionnaire items for the discipline variable with critical  $r < 0.025$  show that all items have significance values that are smaller, and are declared Valid.

Table 6 Performance Variable (Y) Validity Test

	Correlations		Performance	Validity
The work done can be assessed for its quality	Pearson	Correlation	.831**	



	Sig. (2-tailed)	.000	Valid
	N	36	
The work done already meets targets or expectations	Pearson Correlation	.786**	
	Sig. (2-tailed)	.000	Valid
	N	36	
The work done is already very satisfying	Pearson Correlation	.529**	
	Sig. (2-tailed)	.001	Valid
	N	36	
The work done can be completed with the predetermined target time	Pearson Correlation	.596**	
	Sig. (2-tailed)	.000	Valid
	N	36	
At work, don't like to procrastinate on work completion	Pearson Correlation	.665**	
	Sig. (2-tailed)	.000	Valid
	N	36	
At work, have high initiative	Pearson Correlation	.530**	
	Sig. (2-tailed)	.004	Valid
	N	36	
Have creative ideas and thoughts in improving work quality	Pearson Correlation	.831**	
	Sig. (2-tailed)	.000	Valid
	N	36	
Provide input to leadership on what will be done	Pearson Correlation	.392*	
	Sig. (2-tailed)	.018	Valid
	N	36	
At work, have their own way to achieve targets	Pearson Correlation	.498**	
	Sig. (2-tailed)	.002	Valid
	N	36	
At work, always exceed predetermined targets	Pearson Correlation	.510**	
	Sig. (2-tailed)	.003	Valid
	N	36	
At work, become a role model and example for other Members	Pearson Correlation	.786**	
	Sig. (2-tailed)	.005	Valid
	N	36	
Always communicate well with leadership	Pearson Correlation	.443**	
	Sig. (2-tailed)	.007	Valid
	N	36	
Always communicate well with co-workers	Pearson Correlation	.831**	
	Sig. (2-tailed)	.000	Valid

In terms of problem solving, able to become a mediator in solving the problem	N	36	
	Pearson Correlation	.786**	
	Sig. (2-tailed)	.000	Valid
	N	36	

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

\* Correlation is significant at the 0.05 level (2-tailed).

Based on the Table above, the validity test results of questionnaire items for the performance variable with critical  $r < 0.025$  show that all items have significance values that are smaller, and are declared Valid.

**Reliability Test**

Table 7. Motivation Variable (X1) Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.848	.855	10

Reliability testing on 36 respondents in the motivation variable, then obtained a cronbach alpha reliability value of 0.848 for all statements so it is declared reliable.

Table 8. Discipline Variable (X2) Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.781	.785	14

Reliability testing on 36 respondents in the discipline variable, then obtained a cronbach alpha reliability value of 0.781 for all statements so it is declared reliable.

Table 9. Performance Variable (Y) Reliability Test

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.885	.879	14

Reliability testing on 36 respondents in the performance variable, then obtained a cronbach alpha reliability value of 0.885 for all statements so it is declared reliable.

Table 10 Results of Path Analysis of Motivation (X1) and Discipline (X2) Simultaneously Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	F Change	df1	df2	Sig. F Change
1	.515a	.566	.221	6.136	.266	5.968	2	33	.006

Predictors: (Constant), Work Discipline, Motivation

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	449.348	2	224.674	5.968	.006b
	Residual	1242.291	33	37.645		
	Total	1691.639	35			

Dependent Variable: Performance

Predictors: (Constant), Work Discipline, Motivation

Based on the Table above, the ANOVAa section shows that p-value sig.  $0.000 < 0.05$ , While correlation  $R = 0.515$  which means there is an influence of Motivation and Discipline on Performance. The decision from the simultaneous hypothesis test is:  $H_0$  is accepted and  $H_a$  is accepted, meaning Motivation and Discipline have a significant simultaneous influence on the Performance of Traffic Unit Members of Bekasi Metro Police. The magnitude of simultaneous influence is 56.6% ( $R^2 = 0.566$ ). While the remaining 43.4% is influenced by other factors not examined. Next, the correlation value between Motivation, Discipline and Performance variables is calculated. The SPSS output results are as follows:

Table 11 Results of Correlation Calculation of Motivation, Discipline and Performance Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	76.800	10.359		7.413	.000
	Motivation	.305	.177	.264	1.725	.004
	Work Discipline	.574	.174	.506	3.306	.002

Dependent Variable: Performance

The correlation calculation results of the three variables (Motivation, Discipline and Performance) meet the requirements of p-value  $< 0.05$ .

For partial hypothesis testing, for the motivation variable (X1) p-value  $0.004 < 0.05$ , and for the discipline variable (X2) p-value  $0.002 < 0.05$ . The decision from the partial hypothesis test is: First hypothesis:  $H_0$  is rejected and  $H_a$  is accepted, meaning motivation (X1) has a partial influence on Performance (Y); Second hypothesis:  $H_0$  is rejected and  $H_a$  is accepted, meaning discipline (X2) has a partial influence on Performance (Y).

## **6. Conclusion And Recommendations**

### **Conclusion**

In accordance with the assessment results and quantitative data processing that has been carried out as well as the discussion regarding the influence of motivation and discipline on the performance of Traffic Unit members of Bekasi Metro Police, the author obtained the following conclusions:

- a. Motivation influences the performance of Traffic Unit members of Bekasi Metro Police by 62.2%
- b. Discipline influences the performance of Traffic Unit members of Bekasi Metro Police by 69.9%
- c. Motivation and discipline simultaneously influence the performance of Traffic Unit Members of Bekasi Metro Police with a magnitude of influence of 56.6%.

### **Recommendations**

As recommendations in this study regarding motivation, discipline, and Performance of Traffic Unit members of Bekasi Metro Police.

- a. The performance of Traffic Unit members of Bekasi Metro Police is in the high category, but still needs improvement such as providing rewards from leadership.
- b. To improve employee performance through work discipline among Traffic Unit members of Bekasi Metro Police, attention needs to be paid to several good motivational elements.
- c. To improve member performance through the performance function of Traffic Unit members of Bekasi Metro Police, attention needs to be paid to several elements such as: Always strive to improve the quality of work results; always complete work well; always complete work well.
- d. To improve member performance through communication between members in carrying out their work.

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