



The Effect of Motivation, Teamwork, and Work Discipline on Employee Performance at PT Perkebunan Nusantara LV Regional 1 Medan

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Abstract

This study aims to analyze the influence of motivation, teamwork, and work discipline on employee performance at PT Perkebunan Nusantara IV (PTPN IV) Regional 1 Medan. The background of this study is based on the importance of the role of human resources in supporting company productivity, especially in the plantation sector which is one of the strategic sectors in the Indonesian economy. The phenomenon of declining employee performance at PTPN IV Regional 1 Medan is thought to be influenced by low motivation, weak teamwork, and lack of discipline in carrying out tasks and responsibilities that have been set by the company. This study uses a quantitative approach with descriptive and explanatory research methods. The population in this study were all employees of PTPN IV Regional 1 Medan, with a sample size of 132 people obtained through the proportionate stratified random sampling technique. Data collection techniques were carried out through distributing questionnaires, interviews, and documentation studies. The research instruments were tested for validity and reliability before data analysis was carried out. Data analysis was carried out using multiple linear regression to test the effect of each independent variable on the dependent variable partially and simultaneously. The results of the study indicate that partially and simultaneously, the variables of motivation, teamwork, and work discipline have a positive and significant effect on employee performance. This finding indicates that efforts to increase motivation, strengthen teamwork, and consistent enforcement of work discipline are very important to increase the effectiveness and productivity of employee work in the PTPN IV Regional 1 Medan environment. This study provides strategic input for management in formulating policies to improve performance.

Keywords: Motivation, Teamwork, Work Discipline, Employee Performance, PTPN IV

1. Introduction

Plantations are the fundamental backbone of the Indonesian economy, reflecting the nation's wealth of natural resources and agrarian cultural heritage. As a tropical country with unique geographical conditions, Indonesia has developed the plantation sector into a strategic economic force that connects rural areas with global markets. Large state-owned plantations managed by state-owned enterprises, such as PTPN (Persero Terbatas Perkebunan Nusantara), Indonesian Plantations play a crucial role in the economy, with main products such as palm oil, rubber, coffee, and cocoa that not only support national income but also penetrate global markets, including Europe, America, and Asia. These commodities have varying prices, such as palm oil which is around USD 700-1,000 per ton, rubber USD 1,500-2,000 per ton, and coffee around USD 2-5 per kilogram. Quality employee performance is a fundamental aspect in supporting the operational success of plantation companies. In this complex agribusiness sector, high-performing employees are characterized by several key characteristics and competencies that support productivity and business sustainability.

At the field operational level, quality employees have a deep understanding of proper crop cultivation practices and land management. They are able to identify potential problems such as pests, plant diseases, or suboptimal soil conditions, and take timely preventive and corrective actions. Accuracy in implementing standard operating procedures (SOPs) for crop care, harvesting, and post-harvest are important indicators of their performance. However, major challenges such as deforestation, climate change, and farmer welfare must be faced to maintain the sustainability of the Indonesian plantation industry. Based on this, quality human resources are needed so that they can boost the Indonesian economy.

Employee performance is the level of success or effectiveness of an employee in carrying out tasks, responsibilities, and work given by the company or organization. This performance can be measured from various aspects, such as the quality of work results, productivity, punctuality, ability to work in a team, and achievement of targets or goals that have been set. At PTPN IV Regional 1 Medan, employee performance can be influenced by various things such as motivation, lack of motivation can be caused by various things, including lack of challenges, poor teamwork due to poor communication and increased conflict between employees, and poor work discipline such as not being on time and not respecting fellow employees, so that it becomes one of the factors in the low performance of employees at PTPN IV Regional 1 Medan.

Motivation is a force or drive that directs, moves, and maintains a person's behavior to achieve certain goals. Motivation can be internal, which comes from within the individual, such as personal needs, interests, and desires, or external, which is influenced by external factors. At PTPN IV Regional 1 Medan, the lack of motivation in the work environment causes various employee problems, excessive workloads, unfair treatment, and an uncomfortable work environment so that PTPN IV Regional 1 Medan employees work as best they can and cause the quality of employee performance to decline.

Teamwork has a big influence on employee performance, because it combines various talents, skills, and knowledge to create innovative solutions and more effective approaches. With solid collaboration, teams can produce much higher performance than individual results, even if the individual is very brilliant. In PTPN IV Regional 1 Medan, the lack of teamwork can be caused by various factors such as poor communication, and increased conflict will affect employee performance so that the team does not work with high efficiency.

Work discipline is an important factor that affects employee performance, including positive attitudes such as respecting, appreciating, obeying, and complying with organizational regulations, both written and unwritten. PTPN IV Regional 1 Medan Company seen from discipline problems can reduce employee performance so that many things happen such as missing dates and times which cause tasks not to be completed on time, so discipline must be seen as a key element to achieve successful performance.

2. Method

This study uses a quantitative approach. The instrument used in this study is a simple random questionnaire conducted by the author himself where the author will conduct that is in accordance with the topic of the problem discussed. Based on the slovin formula, there are 132 employees as sample in this

study.

3. Literature Review

3.1. Theory of the Influence of Motivation on Employee Performance

According to Maria (2021) ^[11] Motivation in an organization is the ability to direct and encourage employees to work enthusiastically, so that goals can be achieved together. Afandi (2020) ^[1] stated that motivation is a desire that is formed within oneself because of the inspiration and enthusiasm in carrying out activities accompanied by a sense of sincerity to produce the best form. According to Lina (2023) ^[9], motivation is a desire that arises from within a person or individual because they are inspired, encouraged, and driven to carry out activities with sincerity, joy, and earnestness so that the results of the activities they carry out produce good and quality results for the company.

3.2. Theory of the Influence of Teamwork on Employee Performance

According to Ananda (2023) ^[2], teamwork is a form of work in a group, where team members work together, interact with each other, and depend on each other to achieve common goals. Ibrahim (2020) ^[8] teamwork is a group of people who have the ability to complete a job together in order to achieve better results. Manzoor (2020) ^[10] stated that teamwork is a gathering of several individuals related to each task and responsibility in order to achieve satisfactory company goals and results.

3.3. Theory of the Influence of Discipline on Employee Performance

According to Pratami (2022) ^[15], work discipline is the attitude and behavior of employees that shows compliance with clear regulations and responsibilities in the organization. Hasibuan (2021) ^[7] stated that discipline is a sense of awareness and willingness to comply with the rules and social norms that apply in the work environment and society. Nitisemita (2022) ^[13] Work discipline is an attitude, behavior and actions that are in accordance with company regulations, both written and unwritten, in order to obtain optimal behavior, attitudes and performance while working so that it is profitable for the company.

4. Results and Discussion

4.1. Results

This analysis is used to explain the data of the 4 variables (1 dependent and 3 independent) used in the study. Descriptive statistics used include the minimum maximum value of the mean and standard deviation. The results of descriptive statistics in this study are presented in the table below.

Table 1 below shows the results of descriptive statistical data processing consisting of 30 samples and 4 variables, namely Motivation, Teamwork, Discipline, and Employee Performance. The following is a description of the descriptive statistics of each variable:

1. The Motivation variable has a sample size of 30 respondents, with a minimum value of 6, a maximum value of 28, an average value (mean) of 23.47, and a standard deviation value of 4.577.
2. The Teamwork variable has a sample size of 30 respondents, with a minimum value of 6, a maximum value of 30, an average value of 22.80, and a standard deviation value of 5.088.

3. The Discipline variable has a sample size of 30 respondents, with a minimum value of 8, a maximum value of 40, an average value of 29.13, and a standard deviation value of 7.696.
4. The Employee Performance variable has a sample size of 30 respondents, with a minimum value of 6, a maximum value of 30, an average value of 23.93, and a standard deviation value of 4.631.

Table 1: Descriptive Statistical Test Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Motivation	30	6	28	23.47	4.577
Team Work	30	6	30	22.80	5.088
Discipline	30	8	40	29.13	7.696
Employee performance	30	6	30	23.93	4.631
Valid N (listwise)	30				

4.2. Discussion

The correlation value (R), also known as the relationship (R), between the independent variable and the dependent variable is shown in Table III.8, with the adjusted R square value = 0.784. In other words, the dependent variable is influenced 78.4% by the independent variable. This shows that only 78.4% of the independent variable can explain how the dependent variable changes, while the other 21.6% is due to additional variables such as motivation, team work, discipline, and additional variability not used by the researcher in this study.

5. Conclusion

According to the research I conducted, it can be concluded such as:

1. Partial hypothesis testing shows that Teamwork does not have a significant effect on Employee Performance, because the t-count value is $1.226 < t\text{-table}$ and the significance is $0.231 > 0.05$.
2. Likewise, Discipline does not have a significant effect on Employee Performance, because the t-count is $1.105 < t\text{-table}$ and the significance is $0.279 > 0.05$.
3. Likewise, Cooperation does not have a significant effect on Employee Performance, because the t-count is $1.226 < t\text{-table}$ and the significance is $0.231 > 0.05$.
4. Simultaneous testing shows that Motivation, Teamwork, and Discipline together have a significant effect on Employee Performance, with an F-count value of 36.151 F-table and a significance of $0.000 < 0.05$.
5. The Adjusted R Square value of 0.784 shows that 78.4% of the variation in Employee Performance can be explained by the three independent variables, while the remaining 21.6% is influenced by other variables outside the research model.

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