

Analysis Work Discipline and Work Spirit to Achievement Employees Pt. Japfa Comfeed Indonesia Tbk. Wood Planting

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Abstract: The purpose of this study was to determine the effect of: 1) Discipline working through the spirit of the work on employee performance PT. Japfa Comfeed Tbk. Planting timber indirectly. 2) The spirit of working through labor discipline on employee performance PT. Japfa Comfeed Tbk. Planting timber indirectly. 3) Discipline and morale work on employee performance PT. Japfa Comfeed Tbk. Planting timber, either partially or simultaneously. A population of 42 people and the sample is saturated sampling as many as 42 people. The analysis used is path analysis, multiple linear regressions, coefficient of determination and hypothesis testing partial and simultaneous with the alpha (0.05). The results of path analysis showed a positive and significant impact kerjak discipline variables via the morale on employee performance PT. Japfa Comfeed Tbk. Planting timber either directly or indirectly. Morale through labor discipline and significant positive effect on employee performance PT. Japfa Comfeed Tbk. Planting timber either directly or indirectly. The results of multiple linear regression analysis showed employee performance PT. Japfa Comfeed Tbk. Planting timber affected by the work discipline and morale 0251 points at 0261 points. The results of the analysis of determination of 0264, that variable work discipline and morale can explain the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber is 26.4% while the remaining 73.6% is influenced by other variables. Work discipline and morale has a positive and significant impact on employee performance PT. Japfa Comfeed Tbk. Planting timber either partially or simultaneously.

Keywords: Discipline of work, morale, job performance

INTRODUCTION

Human resource is a part of science, technology and development, then any organization required to harness human resources professionals as well as have the ability and skills high on their functions and roles for both individuals and for organizational purposes.

Employees is one part of the human resources which are assets of companies that are very valuable to be managed properly in order to provide an optimal contribution, because employees in the work they do not feel comfortable, less appreciated, can not develop all the potential they have, then automatically the employee is unable to focus and concentrate fully on developing the abilities and skills to the job.

The ability and skills of employees at PT. Japfa Comfeed Indonesia Tbk. Planting timber can still be considered low, if it is associated with the execution of work. This, due to the decreased work discipline and morale, so that there are employees who perform the activities of non-productive during working hours. Work discipline and morale is basically very individualistic, and is very dependent on each individual employee. Therefore, the leadership of the

PT. Japfa Comfeed Indonesia Tbk. Planting timber are required to always enforce labor discipline imposed without discriminating treatment of employees.

PT. Japfa Comfeed Indonesia Tbk. planting timber is a company engaged in the processing of pet food ingredients, of copra and other materials that contain vegetable oil, cassava and others. PT. Japfa Comfeed Indonesia Tbk. Wood Planting seek breeding, poultry and livestock business, such as the cultivation of all types of livestock, poultry, fisheries and other related businesses, and execute the trade at home and abroad are of course required to always provide the best service to its customers, in particular services in the field production. The success of the work done by PT. Japfa Comfeed Indonesia Tbk. Planting timber must be supported by human resources professionals.

In achieving the targets set by the management of PT. Japfa Comfeed Indonesia Tbk. Wood Planted in utilizing employees who have the ability and skills to support the operation of the organization. Efforts to realize these objectives, it is expected that the employee must have integrity, work discipline, motivation and morale in the work in accordance with ability and skills in their respective fields.

Discipline is the most important function in the implementation of employee work force, because of the higher labor discipline higher employee job performance can be achieved, without the discipline of a good employee; it is difficult for organizations to achieve results that have been planned optimally. High work discipline reflects a person's sense of responsibility towards the tasks assigned to him. This is encouraging work in realizing the objectives of the organization. Therefore, each leader always trying to get their employees to have and implement a high work discipline.

Discipline employees to be an interesting and important issue, because it would be very useful for enforcing the rules that will be beneficial to the interests of individuals, organizations, communities, nations and countries. Discipline good employees will ensure and encourage the implementation of the civil service law and rules properly. In addition, employee discipline will create a clean and authoritative organization, because employees function to serve the people who need the product produced by PT. Japfa Comfeed Indonesia Tbk. Planting timber.

In addition to high work discipline, it needed employee morale can affect work performance of employees of PT. Japfa Comfeed Indonesia Tbk. Planting timber. Implementation of good jobs and faster in achieving the set targets, it is necessary to build morale perform as desired by the management of PT. Japfa Comfeed Indonesia Tbk. Planting timber.

One way to boost employee morale, leaders need to encourage employees in order to foster pride and encouragement for employees to work harder in order to realize better performance in achieving organizational goals. Employee performance must be in accordance with the standards set by the company; because of employee performance is very important in achieving organizational goals [1]. Thus, the demands of work performance in the tasks and functions of the organization need to be instilled in every employee PT. Japfa Comfeed Indonesia Tbk. Planting timber.

The relevance to the implementation of the duties of employees of PT. Japfa Comfeed Indonesia Tbk. Planting timber, according to the observations while author, enforcement of labor discipline and morale is not maximized implemented so that not affect in improving employee performance PT. Japfa Comfeed Indonesia Tbk. Planting timber. As a result, the performance of these employees have not contributed positively to the achievement of sales targets set by the management of PT. Japfa Comfeed Indonesia Tbk. Center.

Based on the above conditions, then the problem can be formulated as follows: 1) Is the work

discipline through morale effect on employee performance PT. Japfa Comfeed Tbk. Planting timber. 2) Is employee morale through labor discipline effect on employee performance PT. Japfa Comfeed Tbk. Planting timber. 3) Does work discipline and morale influence on employee performance PT. Japfa Comfeed Indonesia Tbk. Planting timber, either partially or simultaneously / simultaneous?

The purpose of this study is to determine:

The influence of labor discipline through the morale of the employees' performance, both directly and indirectly.

The influence morale through work discipline on employee performance, both directly and indirectly.

The influence of labor discipline and morale on employee performance PT. Japfa Comfeed Tbk. Planting timber simultaneously.

The benefit is to provide information and feedback to the Management Office PT. Japfa Comfeed Tbk. Wood Planted in formulating policies relating to further work discipline and morale in improving job performance Employee PT. Japfa Comfeed Tbk. Planting timber.

LITERATURE REVIEW

Labor discipline can be interpreted also as an employee who always come and leave work on time, do all the work properly, comply with all the rules of the organization and the prevailing social norms. According to Keith Davis in Malay SP Hasibuan [2] argues that "Discipline is management action to enforce standards organization". Or discipline may be defined as the implementation peaturan management to strengthen the organization.

Meanwhile, according to Alan Barker [3], that the work disciplines is awareness and willingness of a person to obey all the rules of organization and social norms that apply. Muchdarsyah Sinungan [4] defines the discipline of work as a mental attitude that is reflected in the action levels or behavior such as compliance and obedience (obidence) the regulations and provisions set either by the government or ethics, norms, and rules prevailing in the environment or organization for a particular purpose.

According to T. Hani Handoko [5] defines employment as an activity management discipline to live the standards organizations. Regulations are needed to provide guidance and counseling for employees in creating good order within the organization. With a good order, morale, efficiency and effectiveness of employees will increase. This will support the achievement of organizational goals, employees and the community. Clearly the organization is difficult to reach the goal, if the employee does not comply with the rules

of the organization. Labor discipline an organization said to be good, if most employees comply with existing regulations.

Furthermore Marihot Hariandja Old Effendi [6] says that the penalty needed to improve discipline and educate employees in order to comply with all the rules of the organization. Punishment should be fair and firm with all employees. With fairness and firmness, the targets will be achieved sentencing. Regulation without strict penalties for violators not becomes a tool for employee's educator. From the above understanding, there are two components of labor discipline is the awareness and willingness of a person. Awareness is the attitude of someone who voluntarily comply with all regulations and are aware of their duties and responsibilities. While the willingness of behavior is an attitude, a person acts in accordance with the rules of the organization, both written and unwritten.

Labor discipline must be applied within an organization. Without the support of good discipline, it is difficult for the organization to realize its objectives. Thus, the discipline of work is one key to the success of an organization in achieving its goals. Besides discipline is also required high morale of employees.

According Veitzhzal Rival [7], the spirit is the amount of satisfaction that is owned by someone incumbent employees and the organization. In the company's situation, understanding and spirit of a person connected with the company to the type of work he does, the work friends, the dignity and status as well as his employer.

According Alek S. Nitisemito [15], morale is doing the job even harder so that the work will be expected to be faster and better. Davis in Anwar King Mangkunegara [8] provides a broad definition of the spirit of the attitude of individuals and groups to work together with other people to the maximum in accordance with the interests of the most good for the company. Morale will affect the performance of employees; this is as proposed by the Malay S.P. Hasibuan [2] that Morale is the willingness and sincerity of someone doing a good job and disciplined to achieve maximum performance. The spirit of this work will stimulate a person to work and creativity in his work.

Syafaruddin Alwi [9] suggested that morale is a behavior in doing work vigorously so that the work would be expected to be faster and better. Morale and morale is difficult to be separated even though morale has considerable influence on the morale. With increasing morale and morale, then the job will be quickly resolved and all the adverse effects of declining morale such as absenteeism and will be minimized and further raise the morale and passion meaningful work is also expected to improve employee productivity.

Based on the opinions of the above can be said that the morale describe the view and the positive feelings of employees towards work. So if a company is able to improve the morale of its employees then they will gain many advantages such work will be done quickly, better and responsible. This will certainly encourage employees to have a better performance. Assessment of the work of employees is not only seen from the large number of manufactured products, but also the views of other factors. Assessment of the results of such work is generally called Employee Job Performance. There are several terms have the same meaning as: merit rating, employe evaluation and performance appraisal.

According Ermaya Suardinata, [10] that work performance is an activity undertaken by the management or supervisory judgment to assess the work of a labor of workers with a description of an implementation of workers or other jobs that have been implemented in a particular period.

Andrew F. Sikula in Agussalim Manguluang [11] that the performance is a process estimates or set the value, appearance, quality, the status of some object or objects. Further stated [12] that work performance is an attempt to compare the actual achievements of employees with work performance expected of him. Job performance is a result of work achieved in executing their duties based on skills, experience, toughness and timeliness [2].

Results of previous studies conducted by Ahmad Affandy, [13], on the Influence Morale Employee Job Performance against Tax Office (KPP) Pratama Padang. Among the research results concluded that morale positive and significant effect on the performance of employees, the standard error of (a) = 5%. Research conducted by [14] about the influence of leadership and job satisfaction on work performance with variable mediation commitment find that job satisfaction is positive and significant effect on the performance of employees at the level of error of (a) = 5%.

From the study of theory and previous research results above, the framework of this study as Figure 1 below:

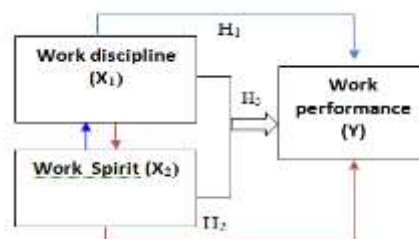


Fig-1: Framework

Information:

- Path analysis1
- Path analysis2
- Regression

Based on the framework, the hypotheses are

Discipline working through the morale effect on employee performance PT. Japfa Comfeed Tbk. Planting timber either directly or indirectly.

The spirit of working through labor discipline effect on employee performance PT. Japfa Comfeed Tbk. Planting timber either directly or indirectly.

Discipline of work and morale influence on employee performance PT. Japfa Comfeed Tbk. Planting timber simultaneously.

RESEARCH METHODS

This research was conducted at PT. Japfa Comfeed Tbk. Planting timber. The population in this

study was all employees of PT. Japfa Comfeed Tbk. Planting timber, as many as 42 people. The samples are saturated sampling which is a sampling technique in which all members of the population used as a sample [16].

The analytical method used in this research is quantitative analysis. Quantitative analysis is used to answer the problem of the first, second and third by using path analysis and multiple linear regression analysis [17].

Hypothesis testing is done by t test (partial) and F test (simultaneous) with a tolerance of error of 5 percent. Before the process path and multiple linear regression analysis first tested the research instrument (questionnaire with validity and reliability as well as classical assumptions).

Table-1: Results of Test Validity Work Discipline (X1)

Item (Statement)	Correlation of items - Total Correlation	r-Table	Information
X _{1.1}	0.527	0.329	Valid
X _{1.2}	0.612	0.329	Valid
X _{1.3}	0.777	0.329	Valid
X _{1.4}	0.689	0.329	Valid
X _{1.5}	0.412	0.329	Valid
X _{1.6}	0.434	0.329	Valid
X _{1.7}	0.612	0.329	Valid
X _{1.8}	0.631	0.329	Valid
X _{1.9}	0.601	0.329	Valid
X _{1.10}	0.685	0.329	Valid
X _{1.11}	0.672	0.329	Valid
X _{1.12}	0.681	0.329	Valid
X _{1.13}	0.660	0.329	Valid
X _{1.14}	0.579	0.329	Valid
X _{1.15}	0.671	0.329	Valid
X _{1.16}	0.397	0.329	Valid
X _{1.17}	0.631	0.329	Valid
X _{1.18}	0.674	0.329	Valid
X _{1.19}	0.534	0.329	Valid
X _{1.20}	0.717	0.329	Valid
X _{1.21}	0.576	0.329	Valid
X _{1.22}	0.366	0.329	Valid
X _{1.23}	0.711	0.329	Valid
X _{1.24}	0.716	0.329	Valid
X _{1.25}	0.749	0.329	Valid
X _{1.26}	0.692	0.329	Valid
X _{1.27}	0.757	0.329	Valid

Source: Results of Treatment SPSS Data Questionnaire, 2016

Based on Table 1 above it can be seen that the entire item questionnaire for variable work discipline has entirely $r_{count} > r_{table}$, ($r_{count} > 0.329$) so that the whole item questionnaire on work discipline variables declared invalid. Validity test results for the variable morale can be seen in table 2 below.

RESULTS AND DISCUSSION

Analysis of Validity and Reliability

Before instrument questionnaire given to respondents in advance on the validity and reliability. Test the validity by analyzing the r count (coefficient)

and r table. If r count > r table of the questionnaire is concluded valid and can continue to the next analysis.

Table-2: Results of Test Validity Morale (X2)

Item (Statement)	Korelasi item – Total Correlation	r-Table	Information
X _{2.1}	0.619	0.329	Valid
X _{2.2}	0.407	0.329	Valid
X _{2.3}	0.503	0.329	Valid
X _{2.4}	0.542	0.329	Valid
X _{2.5}	0.495	0.329	Valid
X _{2.6}	0.619	0.329	Valid
X _{2.7}	0.619	0.329	Valid
X _{2.8}	0.407	0.329	Valid
X _{2.9}	0.389	0.329	Valid
X _{2.10}	0.665	0.329	Valid
X _{2.11}	0.645	0.329	Valid
X _{2.12}	0.655	0.329	Valid
X _{2.13}	0.739	0.329	Valid
X _{2.14}	0.655	0.329	Valid
X _{2.15}	0.739	0.329	Valid
X _{2.16}	0.562	0.329	Valid
X _{2.17}	0.758	0.329	Valid
X _{2.18}	0.616	0.329	Valid
X _{2.19}	0.503	0.329	Valid
X _{2.20}	0.722	0.329	Valid
X _{2.21}	0.562	0.329	Valid

Source: Questionnaire Results Data Processing, 2016

Based on the above Table 2 it can be seen that the entire item questionnaire to the variable morale has r value > r tabel, (r value > 0.329) so that the whole item questionnaire on the morale variable declared invalid.

The results of the validation test for the variable employee performance PT. Japva Comfeed Tbk. is shown in Table 3 below:

Table-3: Validity of Job Performance Test Results (Y)

Item (Statement)	Correlation item - total Correlation	r-Table	Information
Y _{1.1}	0.711	0.329	Valid
Y _{1.2}	0.633	0.329	Valid
Y _{1.3}	0.583	0.329	Valid
Y _{1.4}	0.589	0.329	Valid
Y _{1.5}	0.674	0.329	Valid
Y _{1.6}	0.692	0.329	Valid
Y _{1.7}	0.583	0.329	Valid
Y _{1.8}	0.599	0.329	Valid
Y _{1.9}	0.789	0.329	Valid
Y _{1.10}	0.401	0.329	Valid
Y _{1.11}	0.552	0.329	Valid
Y _{1.12}	0.469	0.329	Valid
Y _{1.13}	0.527	0.329	Valid
Y _{1.14}	0.612	0.329	Valid
Item (Statement)	Correlation item - total Correlation	r-Table	Information
Y _{1.15}	0.777	0.329	Valid
Y _{1.16}	0.689	0.329	Valid
Y _{1.17}	0.412	0.329	Valid
Y _{1.18}	0.434	0.329	Valid
Y _{1.19}	0.612	0.329	Valid

Y _{1.20}	0.631	0.329	Valid
Y _{1.21}	0.601	0.329	Valid
Y _{1.22}	0.685	0.329	Valid
Y _{1.23}	0.672	0.329	Valid
Y _{1.24}	0.681	0.329	Valid
Y _{1.25}	0.660	0.329	Valid
Y _{1.26}	0.579	0.329	Valid
Y _{1.27}	0.671	0.329	Valid

Source: SPSS Treatment Questionnaire, 2016

Based on Table 3 above it can be seen that the entire item questionnaire for the whole work performance variables have $r_{count} > r_{table}$, ($r_{count} > 0.329$)

so that the whole item questionnaire on work performance variables declared invalid.

Table-4: Reliability Test Results

Variable	number of items	Cronbach's Alpha	Information
Y	27	0.887	Reliable
X ₁	27	0.944	Reliable
X ₂	21	0.923	Reliable

Source: Results of Treatment SPSS Data Questionnaire, 2016

Based on Table 4 above, we can see that all the dependent variables as well as the intervening variable and independent variable has a value of Cronbach's alpha > 0.329 , so for all variables are reliable and can be used for measurements in the context of data collection.

such as tables 5, 6 and 7 below with work discipline variable coefficients (X1) and morale (X2) is ($P_{x1x2} = 0.329$, $P_{yx1} = 0.553$, and $P_{yx2} = 0.414$).

RESEARCH RESULT

Results of research on the impact of labor discipline through the spirit of the work on employee performance PT. Japfa Comfeed Tbk. Planting timber

Based on SPSS output, variable electronic attendance has a significant value of ρ value $< \alpha$ ($0.000 < 0.05$), so that a significant path coefficient. For variable leadership style has significant value ρ value $< \alpha$ ($0.000 < 0.05$), so that a significant path coefficient. Due to significant path coefficients can be made then the track diagram as shown 2 below.

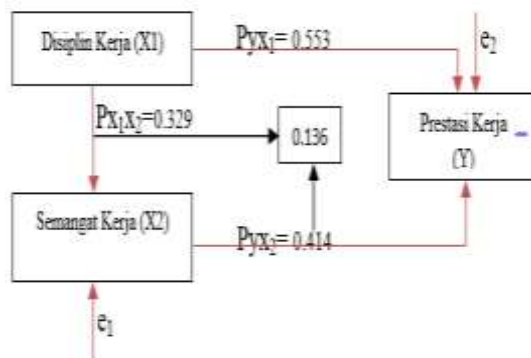


Fig-2: Structure Path Analysis1

Source: The results of data processing, 2016

From Figure 2 above can be made structural path analysis is as follows:

$$X_2 = 0.329 X_1 + e_1 \text{ where } e_1 = \sqrt{1-R^2} = \sqrt{1-0,108} = 0.944$$

$$Y = 0,414 X_2 + e_2 \text{ where } e_2 = \sqrt{1-R^2} = \sqrt{1-0,172} = 0,909$$

From equation track and figure 2 above, it can be interpreted several ways, among others:

Value Line coefficient for X1 (Discipline of work) in the above equation is equal to 0.329. The direct effect of X1 (work discipline) to Y (Job Performance) in Figure 2 is equal to 0.553. The indirect effect X1 (work discipline) through X2 (morale) to Y (performance) in Figure 2 is equal to 0.136 or 13, 6%.

With the effects of morale through work discipline on employee performance PT. Japfa Comfeed

Tbk. Planting timber from SPSS output obtained work discipline variable coefficient (X1) and morale (X2) is (Px2x1 = 0688, Pyx1 = 0.692, and Pyx2 = 0834)

From Figure above can be made path analysis structure as follows:

$$X1 = 0.329 X2 + e1 \text{ where } e1 = \sqrt{1-R2} = \sqrt{1-0.108} = 0.944$$

$$Y = 0.553 X1 + e2 \text{ where } e2 = \sqrt{1-R2} = \sqrt{1-0.306} = 0,833$$

Based on Figure 3 above can be interpreted that:

The path coefficients X2 (morale) is 0329 and the path coefficients X1 (work discipline) is 0.553.

The direct effect on work performance morale is 0414.

The indirect effect of morale through work discipline on work performance was 18.2%.

Multiple linear regression analysis is used to determine the effect of independent variables on the dependent variable, namely the influence of work discipline and morale on employee performance PT. Japfa Comfeed Tbk. Planting timber. By using SPSS version 19, the results of multiple linear regression analysis can be seen below.

The multiple linear regression equation as follows: $Y = 57\,795 + 0251 + 0261 X1 X2 + e$. This equation can be interpreted: 1) Variable work discipline and morale have a marked positive coefficient on employee performance PT. Japfa Comfeed Tbk. Planting timber; 2) Constant value shows the influence of the variables X and Y (discipline and spirit). That is, if the discipline and morale is zero, then the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber at 52 795 points; 3) The regression coefficient value of labor discipline on employee performance PT. Japfa Comfeed Tbk. Planting timber by 0251, meaning that if the work discipline rose 1 point then work performance will increase by 0.251 units assuming that the variables constant morale (X2 = 0). The coefficient is positive, meaning that the work discipline positive effect on job performance; 4) The regression coefficient morale on employee performance PT. Japfa Comfeed Tbk. Planting timber is equal to 0.261, meaning that if morale rose 1 point then work performance will increase by 0.261 units on the assumption that the work discipline variables constant (X1 = 0). The coefficient is positive, meaning that morale positive effect on job performance.

Results of analysis of determination coefficient indicate the contribution of independent variables on the dependent variable. Analysis results can be seen in Table 1 below.

Table-1: Results of analysis of the coefficient of determination (Model Summary)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.547 ^a	.300	.264	4.08011	1.102
a. Predictors: (Constant), Spirit, Discipline					
b. Dependent Variable: Achievement					

Based on Table 1, adjusted R-square of 0264. It shows the work discipline independent variables (X1) and morale (X2) is able to explain the dependent variable job performance of 26.4 percent, while 73.6 percent is influenced by other variables.

Another variable that affects job performance of employees based on the analysis of this determination are: Innovation leadership, employee service satisfaction, organizational culture, work discipline, work environment, competencies, compensation and so forth.

Further work performance based on the analysis of determination of this are: Innovation leaders, service satisfaction of employees, organizational culture, work discipline, work environment, competencies, compensation and certainty career influenced or built also by a number of factors or independent variables other examples of the results of

other studies related and support the results of this study are:

Transformational leadership and organizational culture positive and significant impact on the Innovation Leaders. That Transformative Leadership and Cultural Organization to develop properly in an institution or organization will provide a positive effect also for innovation leaders [18]

Knowledge Management and Work Commitment positive and significant impact on satisfaction of service employees both partially and simultaneously. Employee service satisfaction can be increased through knowledge management and work commitments. The better knowledge management and work commitments, it can also improve employee service satisfaction expected [19].

Organizational Culture, Organizational Climate and Leadership Style positive and significant

impact on Organizational Commitment, either partially or simultaneously and have a positive impact also on Employee Performance [20].

Furthermore, discipline and morale positive and significant impact on work performance, either partially or simultaneously [21]

Partial results Hypothesis Testing (t test) and Simultaneous Hypothesis (Test F)

Assessment of the effect of partial aims to examine whether each of the independent variables significantly influence the dependent variable partially with $\alpha = 0.05$ and also the acceptance or rejection of the hypothesis. Partial test (t test) is used to see if the independent variable, namely labor discipline (X1) and morale (X2) partially affect the dependent variable, namely Job Performance (Y).

Based on the results of data processing using SPSS, the obtained partial test results as follows:

Table-2: Partial Test Results (t test)

Model	T	Sig.
(Constant)	4.324	.000
Work discipline (X ₁)	2.043	.048
Spirit at work (X ₂)	2.833	.007

Source: The results of data processing, 2016

According to the table above 9 can be drawn some conclusions as follows:

Variable working discipline t_{count} values obtained for 2043 and 0048 significant value. The significance value $\langle \alpha = 0.05 \text{ and } t \text{ value} \rangle t_{table} 2,043 \rangle 2,021$, then HA HO accepted and rejected. This means that a significant difference between the disciplines of work (X1) on work performance (Y) employees of PT. Japfa Comfeed Tbk. Planting timber, the first hypothesis is accepted

For variable morale t_{count} values obtained for 2833 and the significant value of 0.007. The

significance value $\langle \alpha = 0.05 \text{ and } t_{count} \rangle t_{table} ie2,833 \rangle 2,021$, then HA HO accepted and rejected. This means that a significant difference between the spirits of (X2) on work performance (Y) employees of PT. Japfa Comfeed Tbk. Planting timber, the second hypothesis is accepted.

To answer the third hypothesis conducted simultaneous test (F test). F-test was used to see if the independent variable is the discipline of work (X1) and morale (X2) together to dependent variable is job performance (Y). F test statistic calculation results by using SPSS can be seen in Table 10 below:

Table 3. Results of Simultaneous Test (Test F)

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	277.731	2	138.866	8.342	.001 ^a
	Residual	649.245	39	16.647		
	Total	926.976	41			
a. Predictors: (Constant), Spirit, Discipline						
b. Dependent Variable: Achievement						

From Table 3 above, the value $F_{count} 8342$ and the significant value of 0.001. Significant value $\langle \alpha = 0.05 \text{ and } F_{count} \rangle F_{table} \text{ is } 8342 \rangle 3:23$, then the null hypothesis (H0) is rejected and H3 is accepted, meaning that the variable work discipline and morale significant effect on job performance (Y) employees of PT. Japfa Comfeed Tbk. Planting timber, the third hypothesis is accepted.

For the hypothesis four, the results of the analysis of SPSS version 19 in Table 2 shows the significant value ρ value $\langle \alpha (0.034 < 0.05)$, this means that the coefficient of track significant, then the null hypothesis (H0) is rejected and H4 accepted, meaning

that there are significant not direct labor discipline through the spirit of the work on employee performance PT. Japfa Comfeed Tbk. Planting timber.

For the hypothesis to five, the results of the analysis of SPSS version 19 in Table 2 shows the significant value ρ value $\langle \alpha (0.034 < 0.05)$, this means that the coefficient of track significant, then the null hypothesis (H0) is rejected and H5 accepted, meaning that there are significant not direct morale through the discipline of work on employee performance PT. Japfa Comfeed Tbk. Planting timber.

DISCUSSION

Effect of Discipline working towards Job Performance Employees

Based on t test results, it is known that the work discipline variable positive and significant effect on employee performance PT. Japfa Comfeed Tbk. Planting timber. This means that if the higher discipline of the work done PT. Japfa Comfeed Tbk. Planting timber, the higher job performance. Conversely, if the lower labor discipline the employee PT. Japfa Comfeed Tbk. Planting timber will lower the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber.

Conceptually, the results of this study support the theory of work performance which among the factors that affect job performance is the work discipline. In empirical research results are in line with the findings of previous studies [21] on the effect of discipline and morale to employee performance STO Padang Dua. Among the results of his research found that the discipline of work and significant positive effect on employee performance.

This result is in line with research conducted by Kencanawati [22] about the influence of leadership, work ethic, motivation and discipline against the employee work achievement Tax Office Madya Denpasar. Among the results of his research found that the motivation positive and significant impact on employee work achievement Tax Office Madya Denpasar.

Effect Morale on Employee Job Performance

Based on t test results, it is known that variable morale positive and significant effect on employee performance PT. Japfa Comfeed Tbk. Planting timber. This means that if the higher spirit of the work done PT. Japfa Comfeed Tbk. Planting timber, the higher job performance. Conversely, if the lower the morale of the employee PT. Japfa Comfeed Tbk. Planting timber will lower the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber.

Conceptually, the results of this study support the theory of work performance which among the factors that affect job performance is spirit (motivation) work, commitment and job satisfaction. In empirical research results are in line with the findings of previous studies [14, 23, 24]. Research conducted by Soegihartono [14] on the influence of leadership and job satisfaction on the performance of the mediation commitment. Among the results of his research found that job satisfaction is positive and significant effect on employee performance.

Employees with high morale will give maximum effort to achieve organizational goals, are willing to sacrifice for the benefit of the organization and have a strong desire to remain in the organization. Research conducted by Ahmad Affandy [13] about the

influence Morale Employee Job Performance against Tax Office (KPP) Pratama Padang. Among the research results concluded that the effect of morale on work performance is positive and significant impact on employee job performance, the standard error of (a) = 5%.

Research conducted by Handayani and Hariyanti [23] about organizational commitment an intervening variable effect between job satisfactions on employee work achievement. Among the results of his research found that job satisfaction is positive and significant effect on employee work achievement.

Research conducted by Liana [24] about organizational climate and achievement motivation on job satisfaction and teacher Job Performance. Among the results of his research found that the motivation positive and significant effect on Job Performance teachers. And research conducted by [25] about the effect of human capital on the entrepreneur competences, where the results of the research also found that there is a positive and significant effect of motivation on enterpreneurial competency and managerial competency.

Effect of work discipline and morale of the Employee Job Performance

The F test results indicate that the independent variables consisting of labor discipline and morale simultaneously affect the work performance of 8342 with significant value 0.001. Hence the significance of less than 0.05 so it can be concluded that the work discipline and morale significantly influence employee performance PT. Japfa Comfeed Tbk. Planting timber. This shows that the higher the work discipline and morale, the higher job performance. From the results of the study also note the value of determination coefficient of 0.264 which means that the work discipline and morale have contributed affect employee performance by 26.4%, and the remaining 73.6% is influenced by other variables outside variables of this study.

CONCLUSIONS AND RECOMMENDATIONS

The conclusions of this study are

Work discipline has a positive influence on employee performance PT. Japfa Comfeed Tbk. Planting timber, it can be concluded that the higher discipline of the work done PT. Japfa Comfeed Tbk. Planting timber, the higher the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber, otherwise if the lower the discipline of employees of PT. Japfa Comfeed Tbk. Planting timber, it will lower the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber.

Morale has a positive and significant impact on employee performance PT. Japfa Comfeed Tbk. Planting timber partially. It can be concluded the higher

the morale, the higher employee performance PT. Japfa Comfeed Tbk. Planting timber, conversely the lower employee morale, it will lower the work performance of employees of PT. Japfa Comfeed Tbk. Planting timber.

Work discipline and morale together have a significant influence on employee performance PT. Japfa Comfeed Tbk. Planting timber. The better the morale and discipline of employees of PT. Japfa Comfeed Tbk. Planting timber it will be the better its performance.

Discipline through morale had an indirect effect on job performance. The higher the discipline of employees, the higher employee performance PT. Japfa Comfeed Tbk. Planting timber. This is because the track is smaller than the coefficient α (0:05), meaning that the path coefficient is significant.

Morale through labor discipline has an indirect effect on job performance. The higher the morale, the higher employee performance PT. Japfa Comfeed Tbk. Planting timber. This is because the track is smaller than the coefficient α (0:05), meaning that the path coefficient is significant.

Suggestion

Technical advice

- The management of PT. Japfa Comfeed Indonesia Tbk. Planting timber to always provide opportunities in the form of a salary increase develops skills, and the ability for employees to further improve employee job performance and it is profitable for the company or office.
- To company or office to always pay attention to their employees, improve the delivery of training, maintaining good welfare, put through motivation periodically, and provide greater opportunities for promotion to employees so that employees further improve its performance and it will be profitable for the company or office.
- The company must also avoid the occurrence of a high level of staff turnover, the management of PT. Japfa Comfeed Indonesia Tbk. Planting timber needs to be an evaluation of equal remuneration for work performance achieved from each employee.

Academic advice: This study needs to be followed up again to see what factors can affect employee performance. Subsequent researchers can replicate the model presented in this study and other organizations, and trying to use a different number of respondents. Researchers next or can add other independent variables as determinants of employee performance, such as compensation, organizational culture, leadership, and others.

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