

# Effect of Adversity Quotient, Motivation and Discipline on the Performance of Employees PT. PLN (Persero) West Sumatra Padang Indonesia

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**Abstract:-** This study aims to determine the "Effect of Adversity Quotient, Motivation and Discipline of the Employee Performance". Where the independent variables are adversity quotient, motivation and discipline, while the employee's performance as the dependent variable. The population of the research are all employees of PT. PLN (Persero) Region West Sumatra Padang as many as 150 people. Samples taken as many as 150 respondents using the census method. Data was collected using a survey method through questionnaires filled out by employees of PT. PLN (Persero) Region West Sumatra Padang. Then the data were analyzed using a test instrument includes data Validity, reliability testing, Classical Assumption Test Heterokeditas, normality and multikoloniaritas and Multiple Linear Regression Analysis, Testing Hypothesis Testing with f and t test, and analysis of the coefficient of determination (R<sup>2</sup>). Based on the results of hypothesis testing this hypothesis has been proved that there is a positive influence and signifikan between adversity quotient, motivation and discipline on the performance of employees of PT. PLN (Persero) Region West Sumatra Padang.

**Keywords:-** Adversity Quotient, Motivation, Discipline and Performance.

## I. INTRODUCTION

Problems in employee performance problems, that there are still employees who came late, which can be seen from the absent presence. Still there are employees who are not in place when working hours, still slow service, and many other complaints from the public. Overview of the picture must not be separated from the influence factor of factors such as: the quality of human resources that have the ability (skill), high motivation, discipline, and leadership in the company. Factors influencing the performance of employees, among others adversity quotient, motivation and discipline on employee performance. The higher a person can overcome the problem being dighadapinya, motivation and disiplinnya also high. Then the employee's performance level will increase.

But in fact, though it was flawed and disciplinary action but still not optimal employee performance that can be seen from the level of attendance was good, but the performance is still not optimal.

Based on the background of the problem, they have not achieved a good performance in PT. PLN (Persero) Region West Sumatra and presumably influence Quotient variabelAdversity, motivation and discipline on employee performance. This is the underlying writer to do research on the Influence of Adversity Quotient, Motivation, and Discipline on Employee Performance PT. PLN (Persero) Region West Sumatra Padang.

### ➤ Formulation of the Problem

Based on the above background that the problem in this research are as follows:

1. Do Adversity Quotient affect the performance of employees at PT. PLN (Persero) Region West Sumatra Padang.
2. Does motivation affect the performance of employees at PT. PLN (Persero) Region West Sumatra Padang.
3. Whether disciplinary effect on the performance of employees at PT. PLN (Persero) Region West Sumatra Padang.
4. Do Adversity Quotient, motivation and discipline affect the performance of employees at PT. PLN (Persero) Region West Sumatra Padang.

## II. LITERATURE REVIEW

### A. Performance

According Moeheriono 2012, namely Performance or performance is an overview of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization that poured through the strategic planning of an organization. (Abdullah, 2014). said that the performance is the result of work that has a very strong relationship with the goal of corporate strategy, customer satisfaction and economic memberikankontribusi.

Performance by (Wexley and Yukl, 2008) in (Sinambela, 2016) is impementsi of equilibrium theory which says that someone would show optimal performance when he gets the benefit (benefit) in its work in a fair and reasonable (Reasonable).

#### B. Adversity Quotient

The challenge in the job is something that can not be avoided, some people see him as the difficulties and others see this as an opportunity to develop themselves. Every individual has a different resistance in response to the difficulties to come. Some people can not survive when faced with problems that continue to occur. Conversely, people who look not resolve the problem and weak it can withstand the problem.

*Adversity Quotient* measures the tendency of a person to cope with stress and problems. When someone responds to negative situations that cause stress in a positive way then he can change the difficulty that comes into opportunities in hidup.osure).

#### C. Motivation

Motivation in management aimed at human resources in general and employees in particular. Motivation questioned how to redirect resources and the ability of employees to work together productively managed to achieve and realize the objectives that have been determined. Susilo Martoyo suggests motivation is the process of trying to influence someone to do something that we want as expected.

Jhon Suprihanto says motivation is a complex problem in the company, because the needs and desires of each member is different from one another. In other words Motivation is the drive of luarterhadap someone to do something. (Widodo Saydam, 2014) the term motivation stems from the Latin movere (to move), which means pushing or moving all the power within oneself that gives strength, gives directions and maintain behavior. (Hasibuan, 2012).

#### D. Discipline

Discipline is an attitude of behavior and acts according to the rules of companies both written and unwritten rules referred to absenteeism, late entry, as well as fast return employees. So this is an attitude indisoliner employees need to be addressed properly by the management company. Employee discipline is the behavior of someone who is in accordance with the rules, procedures existing work or discipline is the attitude and behavior do act in accordance with the regulations of the company. According Mangkunagara in (Sinambela, 2012), work discipline by size utilizing all donations or existing capabilities optimally to achieve the goals by obeying all the rules that have been set can be concluded that essentially the discipline adalahmemanfaatkan donation ability optimally with

awareness, willingness and obedience to rules and orders that have been assigned the organization.

### III. RESEARCH METHODS

#### A. Data and Sample

The data used in this research is the primary data is data obtained directly from the original source. Sources of data obtained from PT. PLN (Persero) Region West Sumatra Padang. The period of observation data is done with the collection of data and research information using dokumentasi process by distributing questionnaires to place objects.

Population In this study, all employees of PT. PLN (Persero) Region West Sumatra Padang, samples taken in this study were 150 respondents will see how adversity quotient, motivation and discipline to the performance at PT. PLN (Persero) Region West Sumatra Padang.

#### B. Operational Definition of Variables

##### ➤ Independent Variabel (*Adversity Quotient, Motivation and Discipline*)

The independent variables are variables that can affect or be the cause for the other variables. In this study, the independent variables that adversity quotient, motivation and discipline. Adversity Quotient is the intelligence of a person in the face of difficulties, failures, obstacles, difficulties and failures and to change it into an opportunity to achieve the goals and success.

##### ➤ Dependent Variable Y (*Performance*)

The dependent variable or dependent variable (Y) in this study is the performance. Employee performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with the authority and responsibilities of each in order to achieve the objectives of the organization and the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him ,

##### ➤ Regression Analysis

Multiple linear regression analysis is done by using the following formula:

$$Y = a + b1.X1 + b2.X2 + b3.X3$$

##### • Information :

- ✓ X1 = Adversity Quotient
- ✓ X2 = Motivation
- ✓ X3 = Discipline
- ✓ Y = Performance
- ✓ a = Constant
- ✓ b1 = Standard regression coefficient of Adversity Quotient
- ✓ b2 = Standard regression coefficient of Motivation
- ✓ b3 = Standard regression coefficient of Discipline

### ➤ Correlation Analysis

Correlation analysis used in this study is the correlation analysis is used to determine the correlation relationship between the independent variable (X) and the dependent variable (Y)

### ➤ The Coefficient of Determination (R

The coefficient of determination used to determine the percentage of the effect of variable X to variable Y is determined by the formula: Formula:

$$KD = R^2$$

Where:

- ✓ KD = Value Coefficient of Determination
- ✓ The correlation coefficient R = Value

### C. Test Instruments

#### ➤ Validity Test

According to Everitt and Skronal in Nidjo Sandjojo (2015: 14) validity is the degree to which a measuring instrument used to measure what is expected. Therefore, there is a similarity between the data generated by the data on the object under study.

#### ➤ The Reliability Test

Reliability is something instruments trustworthy enough to be used as a means of collecting data for the instrument is good (Arikunto, 2010).

#### ➤ Classic Assumption Test

##### • Normality Test

According to the 2016 Sunyoto Danang normality test is where the data will test the independent variable (X) and data dependent variable (Y) on the resulting regression equation. Normal distribution or distribution is not normal.

##### • Test Multikoloniaritas

Tests carried out to see whether there is a linear relationship between the independent variable, is done by using the variance inflation factor (VIF) (Idris, 2014) using the formula:

$$VIF = \frac{1}{1 - R^2}$$

##### • Heteroskidastity

Heteroskidastity mean variation (variance) is not the same variable for all observations. To resolve the different variances (heteroscedasticity) in one confounding variables (et) can be seen from the graph model. If the chart does not form a specific pattern such as ascending to the upper right, down to the upper left, or certain other pattern, then the regression model is said to be free of symptoms heteroskedastisitas (Idris, 2014).

### ➤ Testing Hypothesis Testing t

To see the effect of each independent variable on the dependent variable with the formula:

Where:

- ✓  $b_i$  : Regression coefficients  $X_i$
- ✓ SBI : The coefficient of above standard regression coefficients  $X_i$
- ✓  $t_o$  : Values calculated / observed

#### • Criteria Testing

- ✓  $H_o$  is rejected: If  $t_o > t$  table or  $-t_o < -t$  table
- ✓  $H_o$  is accepted: If  $t_o < t$  table or  $-t_o > -t$  table
- ✓ This study used a significance level of 5%.

#### ➤ Test F

Used to look jointly independent variables affect the dependent variable according to the formula following:

Where :

- ✓  $R^2$  = Coefficient (determinant) multiple
- ✓  $n$  = Amount of sample (data)
- ✓  $k$  = Many independent variables

#### • Criteria for hypothesis testing

- ✓  $H_o$  rejected : If  $F_o > F$  Table
- ✓  $H_o$  accepted : If  $F_o < F$  Table
- ✓ This study used a significance level of 5%

## IV. RESULTS AND DISCUSSION

### A. Quantitative Analysis and pembahasan

#### ➤ Testing Instrument

##### • Validity test

- ✓ Based on all the adversity quotient item 10 is valid where correlated item total correlation value  $> 0,1614$
- ✓ Based on all the motivation item 10 is valid where the value correlated item total correlation  $> .1614$
- ✓ Based on all the disciplines item 16 is valid where the value correlated item total correlation  $> .1614$
- ✓ Based on all of the performance item 14 is valid where the value correlated item total correlation  $> .1614$ ,

#### ➤ Test Reliability

Reliability test aims to assess the extent to which the answers of the respondents can provide a relatively different results (consistent) if done repeatability of measurements on the same subject. The instrument has been tested vald Then reliabelitasusing Cronbach Alpha ( $\alpha$ ). Criteria for decision making is when the value of alpha reliability coefficient greater than 0.60 then the reliable (reliable).

variables	Cronbach's Alpha	Information
X1	.807	reliable
X2	.790	reliable
X3	0,829	reliable
Y	.788	reliable

Table 1

Sources: Primary data are processed

Based onThe reliability test results showed that all the variables have value Cronbach's Alpha that big that is above 0, 60, so that it can be said of all the concept of measuring each variable msing of the questionnaire is reliable

➤ *Table 2 Testing Testing Results of Determination (R2)*

Determination coefficient test is used to look at the feasibility study conducted by looking at the effect of variable adversity quotient, motivation and discipline to performance.

Model Summaryb			
Model	R Square	Adjusted R Square	Std. Error of the Estimate
1	.981	.981	2,064

Table 2

Source: Processed Data Spss 20.0,2019

Koefieisien value determination performance of employees of PT. PLN (Persero) Region West Sumatra Padang indicated by valueAdjusted R Square amounted to 0,981, this means that the level of contribution influence adversity quotient, motivation, discipline the performance of karyawanPT. PLN (Persero) West Sumatra region Padangadalah by 98% while the remaining 2% is influenced by other variables.

*B. Linear Regression Analysis Beganda*

➤ *Results of Multiple Regression Analysis Coeficiens (a)*

$$Y = 874 + .2280,458X2 + X1 + X3 0491$$

From the equation above, it can be interpreted in several ways, as follows:

1. The constant of 874, meaning jikaadversity quotient, motivation, discipline (X1 = X2 = X3 = 0), the better, makakinerja employees are the better as well.
2. The coefficient of adversity quotient is equal to .228means partially adversity quotient positive effect on the performance of PT. PLN (Persero) Region West Sumatra Padang where if adversity quotient increased by one unit then the performance of PT PLN (Persero) Region West Sumatra Padang will increase by.228unit.

3. The coefficient is a motivation for .458means partially motivation positive effect on the performance of PT. PLN (Persero) Region West Sumatra Padang whereby if the motivation increases by one unit, the performance of PT. PLN (Persero) Region West Sumatra Padang will increase by.458unit.
4. The coefficient for 0491 means that the discipline is partially discipline positive effect on the performance of PT. PLN (Persero) Region West Sumatra Padang where if discipline increases by one unit, the performance of PT. PLN (Persero) Region West Sumatra Padang will be increased by 0491 units
5. A significant difference between adversity quotient, moyivasi, discipline on the performance of PT. PLN (Persero) Region West Sumatra Padang obtained from a correlation of 0.991 means koefesien Simultaneous with the same mind that variables significantly influence the performance of PT. PLN (Persero) Region West Sumatra Padang.

*C. Hypothesis Testing Results*

➤ *Hypothesis Testing:*

1. The coefficient of the variable quality of adversity quotient with t value 4.486 and the value (sig = 0.000 <0.05). With df = 150-3-1 = 146 obtained table 1976, from the above results it can be seen that t> t table or 4,486hitung> 1.976tabel, then the variable adversity quotient significantly influence the performance of karyawan PT. PLN (Persero) Region West Sumatra Padang.
2. The motivation variable coefficient t value 8.136 and the value (sig = 0.000 <0.05). With df = 150-3-1 = 146 obtained table 1976, from the above results it can be seen that t> t table or 8.136hitung> 1.976tabel, then the motivation variable significant effect on the performance of karyawan PT. PLN (Persero) Region West Sumatra Padang.
3. Variable coefficient discipline with 27 105 t value and the value (sig = 0.000 <0.05). With df = 150-3-1 = 146 obtained table 1976, from the above results it can be seen that t> t table or 27.105hitung> 1.976tabel, then the discipline variables significantly influence the performance of karyawan PT. PLN (Persero) Region West Sumatra Padang

➤ *Test F*

Based on F test is known that F count 2561.607 with a significance value of 0.000 (p <0.05). This means that together variable adversity, motivation, and discipline significant effect on the performance of karyawan PT. PLN (Persero) Region West Sumatra Padang

## V. CONCLUSION

Based on the research results can be concluded as follows:

1. Adversity variable coefficient quotient with 4,486 t value and the value (sig = 0.00 <0.05). It can be concluded that there is a positive and significant influence between adversity quotient of the PT. PLN (Persero) Region West Sumatra Padang.
2. Motivation variable coefficient with 8,136 t value and the value (sig = 0.000 <0.05). It can be concluded that there is a positive and significant influence positive and significant correlation between motivation on employee performance of PT. PLN (Persero) Region West Sumatra Padang.
3. Variable coefficient discipline with 27 105 t value and the value (sig = 0.000 <0.05). It can be concluded that there is a positive and significant influence between disciplines on the performance of employees of PT. PLN (Persero) Region West Sumatra Padang.
4. Based on F test is known that F count 2561.607 with a significance value of (0.000 <0.05). It can be concluded jointly adversity quotient of variable quality, motivation, discipline, and positive and significant impact on the performance of employees of PT. PLN (Persero) Region West Sumatra Padang.
5. Contributions adversity quotient, motivation and disiplin PT. PLN (Persero) West Sumatra region indicated by the value *adjusted R Square* This means that by 0.981 the contribution the influence of adversity quotient, motivation and discipline on the performance of employees of PT. PLN (Persero) Region West Sumatra Padang 98% while the rest influenced by other variables.

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