THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT HOTEL MANINJAU INDAH AGAM REGENCY WEST SUMATRA

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ABSTRACT

This study aims to determine: (1) the influence of work discipline on employee performance at Hotel Maninjau Indah, Agam Regency, West Sumatra; (2) the influence of work motivation on employee performance; and (3) the influence of both work discipline and work motivation on employee performance.The method used in this study is quantitative, with data collection techniques including questionnaires and documentation. The questionnaire used was tested for validity and reliability using SPSS software. The population of this study consisted of 35 employees. After data collection, classical assumption tests were conducted prior to data analysis.The results of the analysis show that the coefficient of determination (R^2) is 0.513, indicating that work discipline (X1) and work motivation (X2) contribute 51.3% to employee performance (Y), which falls into the strong category. However, based on the regression results, only work motivation has a significant influence on employee performance, while work discipline does not show a significant effect. These findings indicate that the level of work discipline does not directly determine the quality or quantity of employee performance. Other factors such as work motivation, work environment, leadership, and individual competence may have a more dominant influence on performance.

Keywords: *Work Discipline, Work Motivation, Performance*

A. INTRODUCTION

The rapid growth of the service industry has intensified business competition, prompting many service-based companies in Indonesia to require their employees to enhance their competencies across various aspects in order to achieve optimal performance. One of the key factors in job execution is the process of achieving targets in accordance with performance standards set and desired by the organization. The service industry is one of the fastest-growing sectors in Indonesia, expanding into various fields such as hospitality, education, and medical services. This industry demands high-quality human resources to meet customer satisfaction, which is a crucial requirement for players in the service sector.Hotels, as part of the service industry, are complex institutions to manage. They provide various facilities for guests on a 24-hour basis. Furthermore, the hospitality industry plays a vital role in supporting businesspeople on business trips and tourists who need accommodation, meals, beverages, and entertainment while visiting tourist destinations.

A company's success in maintaining quality—both in terms of its human resources and internal systems—largely depends on the behavior and discipline demonstrated by its employees. Therefore, it is essential to implement specific rules to establish order and discipline for the benefit of the company. Employees who fail to show discipline at work may receive warnings or face disciplinary actions, ranging from verbal notices to termination, depending on the severity of the violation. These actions are taken by management with the aim of instilling consequences and encouraging compliance with the company's established rules. Discipline is a broad concept with

varying definitions. The term "discipline" originates from the Latin word discere, meaning "to learn," which evolved into disciplina, referring to instruction or training. According to Hartatik in the journal (Setyawati et al., 2018), discipline serves as a tool or mechanism for organizations to maintain their existence. As cited by Siswanto (Citraningtyas, 2020), work discipline is defined as an attitude of respecting, obeying, and adhering to rules—both written and unwritten—and the willingness to accept the consequences of violating assigned duties and responsibilities. Work discipline involves applying managerial principles in line with organizational guidelines. It is a fundamental aspect of human resource management, as a high level of employee discipline increases the likelihood of achieving performance recognition. Without proper discipline, organizations may struggle to reach optimal outcomes.

Improving discipline is key to ensuring smooth employee operations. Therefore, it is vital to evaluate employee discipline levels regularly, enabling managers to make informed decisions regarding performance appraisals. Discipline reflects the employees' attitudes and their compliance with the company's regulations. The implementation of fair and consistent disciplinary actions aims not only to correct behavior but also to guide less-disciplined employees toward adherence to established policies. Employee motivation at Hotel Maninjau Indah can be seen in the long-term commitment of many staff members who have remained for decades. This motivation stems from various factors, including job security, accommodation facilities for employees who choose to reside on-site, performance-based incentives or bonuses, harmonious working relationships, mutual respect among colleagues, and approachable, supportive leadership. These factors contribute to job satisfaction and encourage employees to carry out their duties and responsibilities effectively. According to (Putra et al., 2018), motivation is a factor that drives individuals to engage in certain activities. It is an inner drive that energizes individuals to work with enthusiasm and determination, aiming to improve their willingness and effort to perform tasks. Motivation aims to encourage individuals to give their best performance and utilize their skills to achieve specific objectives, particularly within organizational settings. Since each individual has different motivational drivers, leaders or managers must analyze the situation and adapt their motivational approach accordingly. A positive and supportive employee mindset toward working conditions will further strengthen their motivation and help achieve optimal performance.

According to Hasibuan in the journal (Citraningtyas, 2020), employee performance is a combination of ability, effort, and opportunity, which can be assessed through work results. Therefore, performance is understood as the quality and quantity of output achieved by individuals or groups within a given time frame. This outcome is influenced by competence, effort, and available opportunities. In most organizations, individual employee performance is a major determinant of overall organizational success.

Work Discipline

Work discipline is one of the crucial aspects of human resource management that directly affects employee performance. Discipline reflects the level of compliance an employee demonstrates toward organizational rules, policies, and procedures. Hasibuan (2016:193) defines work discipline as an individual's awareness and willingness to obey all applicable regulations and norms. High levels of discipline indicate a strong sense of responsibility, which ultimately contributes positively to the achievement of organizational goals. Furthermore, Siagian (2014:305) states that discipline is a form of training intended to improve and shape employee behavior, attitudes, and work ethics to operate more orderly and esfficiently. Good work discipline creates a productive to the organization.

Work Motivation

work environment, minimizes rule violations, and enhances employee loyalty work motivation refers to the internal and external forces that influence an employee's behavior in performing tasks. Robbins and Judge (2017:202) define motivation as a process that explains an

individual's intensity, direction, and persistence of effort toward achieving a goal. Motivation plays a key role in energizing employees to perform at their best. Gibson, Ivancevich, Donnelly, and Konopaske (2012:126) describe motivation as the driving force that compels individuals to engage in specific activities. In a workplace context, motivation can be influenced by various factors such as financial needs, recognition, work relationships, working environment, and opportunities for career development. Therefore, organizations must understand employee needs and apply the appropriate motivational strategies.(Arifin & Utomo, 2022)

Employee Performance

Employee performance is the outcome of work accomplished by an individual in carrying out their assigned duties and responsibilities in accordance with predefined standards. Mangkunegara (2017:67) defines performance as the quality and quantity of work achieved by an employee in carrying out their responsibilities. According to Bernardin and Russell (2013:239), performance encompasses several dimensions, including work quality, quantity, timeliness, resource effectiveness, and accountability(Arifin, 2020). Optimal performance results from a combination of ability, effort, and opportunity provided to the employee. In organizational settings, individual performance significantly contributes to overall achievement. Therefore, efforts to improve performance should not only focus on training and development but also on the implementation of effective discipline and motivation practices.

The Relationship Between Work Discipline, Work Motivation, and Employee Performance

Previous studies have demonstrated a positive and significant relationship between work discipline, motivation, and employee performance(Widawati & Arifin, 2021). Employees with high levels of discipline tend to execute tasks more responsibly, while motivated employees are driven to achieve better results. The consistent application of discipline and tailored motivation strategies can foster job satisfaction and enhance productivity. In the hospitality industry, such as at Hotel Maninjau Indah, a combination of strong work discipline and high motivation is essential for delivering optimal customer service. Therefore, management must prioritize both variables in their human resource practices to support sustained organizational performance.

B. RESEARCH METHODOLOGY

This research employs a quantitative approach, which is based on data analysis aimed at objectively testing or verifying a specific issue. According to Putri (2022), descriptive quantitative research is a method that aims to describe systematically, factually, and accurately the characteristics of a particular population or to explain a phenomenon in detail (Muri Yusuf, 2014). In this study, the researcher uses a quantitative research method. Quantitative research involves collecting data in numerical form, which is then analyzed and presented to derive research findings. This method allows for objective and measurable analysis (Arifin et al., 2023)

The primary focus of this study is to analyze the influence of two independent variables: Work Discipline (X1) and Work Motivation (X2) on the dependent variable: Employee Performance (Y). A quantitative approach is appropriate for this purpose, as it allows for statistical testing of the relationships between these variables using numerical data. According to Sugiyono (2016), the population is defined as a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by the researcher to be studied and from which conclusions are drawn. A sample, on the other hand, is a part of the population that possesses similar characteristics (Erri et al., 2021).

In this research, the population consists of all employees of Hotel Maninjau Indah, located in Agam Regency, West Sumatra, with a total of 35 employees. The sampling technique used in this study is saturated sampling (census sampling), where the entire population of 35 individuals is used as research respondents. In general, a sample is a subset of a population selected to represent the whole in a study or analysis. A sample may include experiences, events,

or a smaller group drawn as an example from a larger whole. For instance, to determine public opinion about a product, it is unnecessary to survey every individual; it is sufficient to take a sample that is considered representative of the entire population.

C. RESEARCH RESULTS AND DISCUSSION

The data used in this study are primary data obtained through the distribution of questionnaires. The questionnaire was designed to gather information regarding the perceptions of employees at Hotel Maninjau Indah concerning the influence of work discipline and work motivation on their performance. The sample in this study consisted of 35 questionnaires distributed via a Google Form link, resulting in 31 valid responses from hotel employees. A total of 4 questionnaires could not be used due to various factors, such as incomplete or invalid data entries. Questionnaires that were not filled out according to the established guidelines were excluded from the analysis.The data collected from the questionnaires were then analyzed to evaluate the relationship between work discipline, work motivation, and their impact on employee performance. To assess the validity of the data collected from the respondents, data validation techniques were applied, including validity and reliability tests, followed by classical assumption tests, namely: Normality test, Multicollinearity test, Heteroscedasticity test, Multiple linear regression analysis,as well as the t-test and F-test.

The results of the data validity test in this study were obtained from a total of 15 statement items, consisting of 5 items for the Work Discipline variable, 5 items for the Work Motivation variable, and 5 items for the Employee Performance variable. All items were declared valid, as they had Pearson correlation values greater than 0.3. This can be seen in Table 4.3.

Table 1 validity test

Correlations

		P01	P02	P03	P04	P05	P06	P07	P08	P09	P10	P11	P12	P13	P14	P15	TOTAL
P01	Pearson Correlation	1	,483**	,461**	,324	,380*	,113	,361*	,273	,213	,113	,068	,213	,216	,086	,314	,472**
	Sig. (2-tailed)		,006	,009	,075	,035	,545	,046	,137	,250	,546	,717	,250	,242	,646	,085	,007
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P02	Pearson Correlation	,483**	1	,153	,054	,542**	,175	,096	,300	,447*	,154	,182	,237	,368*	,146	,426*	,485**
	Sig. (2-tailed)	,006		,411	,775	,002	,347	,607	,101	,012	,408	,328	,200	,041	,432	,017	,006
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P03	Pearson Correlation	,461**	,153	1	,559**	,447*	,294	,450*	,217	,177	,270	-,089	,107	-,121	,044	,059	,437*
	Sig. (2-tailed)	,009	,411		,001	,012	,109	,011	,241	,341	,141	,632	,568	,516	,814	,753	,014
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P04	Pearson Correlation	,324	,054	,559**	1	,450*	,415*	,473**	,508**	,505**	,117	,124	,357*	,125	,335	-,005	,593**
	Sig. (2-tailed)	,075	,775	,001		,011	,020	,007	,004	,004	,531	,506	,049	,503	,066	,979	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P05	Pearson Correlation	,380*	,542**	,447*	,450*	1	,486**	,340	,460**	,450*	,331	,091	,524**	,354	,347	,249	,695**
	Sig. (2-tailed)	,035	,002	,012	,011		,006	,062	,009	,011	,069	,628	,002	,051	,056	,177	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P06	Pearson Correlation	,113	,175	,294	,415*	,486**	1	,520**	,572**	,399*	,374*	-,013	,399*	,461**	,519**	,534**	,699**
	Sig. (2-tailed)	,545	,347	,109	,020	,006		,003	,001	,026	,038	,945	,026	,009	,003	,002	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P07	Pearson Correlation	,361*	,096	,450*	,473**	,340	,520**	1	,719**	,341	,435*	-,054	,341	,398*	,369*	,497**	,699**
	Sig. (2-tailed)	,046	,607	,011	,007	,062	,003		,000	,060	,014	,774	,060	,027	,041	,004	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P08	Pearson Correlation	,273	,300	,217	,508**	,460**	,572**	,719**	1	,616**	,230	,055	,616**	,628**	,431*	,610**	,799**
	Sig. (2-tailed)	,137	,101	,241	,004	,009	,001	,000		,000	,212	,769	,000	,000	,015	,000	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P09	Pearson Correlation	,213	,447*	,177	,505**	,450*	,399*	,341	,616**	1	,330	,298	,627**	,570**	,572**	,385*	,757**
	Sig. (2-tailed)	,250	,012	,341	,004	,011	,026	,060	,000		,069	,104	,000	,001	,001	,032	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31

P10	Pearson Correlation	,113	,154	,270	,117	,331	,374	,435	,230	,330	1	,102	,330	,277	,539**	,392*	,556**
	Sig. (2-tailed)	,546	,408	,141	,531	,069	,038	,014	,212	,069		,585	,069	,132	,002	,029	,001
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P11	Pearson Correlation	,068	,182	-,089	,124	,091	-,013	-,054	,055	,298	,102	1	,180	,109	,148	,075	,266
	Sig. (2-tailed)	,717	,328	,632	,506	,628	,945	,774	,769	,104	,585		,332	,560	,428	,688	,148
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P12	Pearson Correlation	,213	,237	,107	,357	,524**	,399	,341	,616**	,627**	,330	,180	1	,570**	,411*	,463**	,701**
	Sig. (2-tailed)	,250	,200	,568	,049	,002	,026	,060	,000	,000	,069	,332		,001	,022	,009	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P13	Pearson Correlation	,216	,368*	-,121	,125	,354	,461**	,398	,628**	,570**	,277	,109	,570**	1	,498**	,720**	,672**
	Sig. (2-tailed)	,242	,041	,516	,503	,051	,009	,027	,000	,001	,132	,560	,001		,004	,000	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P14	Pearson Correlation	,086	,146	,044	,335	,347	,519**	,369*	,431*	,572**	,539**	,148	,411*	,498**	1	,322	,638**
	Sig. (2-tailed)	,646	,432	,814	,066	,056	,003	,041	,015	,001	,002	,428	,022	,004		,077	,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
P15	Pearson Correlation	,314	,426*	,059	-,005	,249	,534**	,497**	,610**	,385*	,392*	,075	,463**	,720**	,322	1	,656**
	Sig. (2-tailed)	,085	,017	,753	,979	,177	,002	,004	,000	,032	,029	,688	,009	,000	,077		,000
	N	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31

Data sources: processed by researchers (2025)

Meanwhile, the results of the reliability test showed that the Cronbach's Alpha values were greater than 0.6, indicating that the questionnaire used -based on the indicators of each variable is reliable and consistent. The variables Work Discipline (X1), Work Motivation (X2), and Employee Performance (Y) each obtained a Cronbach's Alpha score of 0.875, which confirms that the results are stable and dependable.

Table 2 Reliability Test

Reliability Statistics

Cronbach's Alpha	N of Items
.875	15

Data sources: processed by researchers (2025)

The normality test was conducted using the Kolmogorov–Smirnov method, resulting in a significance value of 0.741, which indicates that the data are normally distributed, as the value exceeds the threshold of 0.05. Additionally, based on the upward trend observed in the histogram, it can be concluded that the residual values follow a normal distribution.

Table 3 Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		31
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.59230715
Most Extreme Differences	Absolute	.122
	Positive	.103
	Negative	-.122
Kolmogorov-Smirnov Z		.682
Asymp. Sig. (2-tailed)		.741

a. Test distribution is Normal.

b. Calculated from data.

Data sources: processed by researchers (2025)

Based on the multicollinearity test, it was found that the VIF (Variance Inflation Factor) values for the Work Discipline (X1) and Work Motivation (X2) variables were 1.530, which is well below the maximum threshold of 10.00. Additionally, the tolerance value was 0.654, which is above the minimum acceptable limit of 0.1. Therefore, based on these results, it can be concluded that there is no multicollinearity in this study.

Table 4 Multicollinearity

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.794	3.147		3.112	.004		
	Disiplin Kerja	-.118	.170	-.109	-.695	.493	.654	1.530
	Motivasi Kerja	.680	.134	.798	5.064	.000	.654	1.530

a. Dependent Variable: Kinerja Karyawan

Data sources: processed by researchers (2025)

Based on the heteroscedasticity test, the Work Discipline (X1) variable obtained a significance value of 0.266 (> 0.05), while the Work Motivation (X2) variable obtained a significance value of 0.798 (> 0.05). Therefore, it can be concluded that no heteroscedasticity occurred in either the Work Discipline (X1) or Work Motivation (X2) variables. This can be seen in the table above.

Table 5 heteroscedasticity

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.216	1.649		1.951	.061
	Disiplin Kerja	-.101	.089	-.258	-1.136	.266
	Motivasi Kerja	.018	.070	.059	.258	.798

a. Dependent Variable: ABS_RES

Data sources: processed by researchers (2025)

The t-table value used in this study is determined as $t(\alpha/2; n–k–1) = t(0.025; 31–2–1) = t(0.025; 28) = 2.048$. Referring to the T-test results, the significance value (Sig.) for the Work Discipline variable (X1) is 0.493, which is greater than 0.05, and the t-calculated value is –0.695, which is less than the t-table value of 2.048. Therefore, it can be concluded that the Work Discipline variable (X1) does not have a significant partial effect on the Employee Performance variable (Y). In contrast, the significance value for the Work Motivation variable (X2) is 0.000, which is less than 0.05, and the t-calculated value is 5.064, which is greater than the t-table value of 2.048. This indicates that the Work Motivation variable (X2) has a significant partial effect on the Employee Performance variable (Y). From the results of the T-test using multiple linear regression analysis, it can be inferred that although the regression coefficient for the Work Discipline variable (X1) is negative, the impact is not statistically significant, as the t-calculated value of –0.695 does not exceed the critical value of –2.048. Therefore, it cannot be concluded that Work Discipline has a meaningful negative effect.

However, the Work Motivation variable (X2) shows a strong and statistically significant positive effect on employee performance, as indicated by a t-calculated value of 5.064, which clearly exceeds the critical value of 2.048. This means that higher levels of motivation significantly contribute to improved employee performance at Hotel Maninjau Indah.

Table 6 t Test (Multiple Linear Regression)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.794	3.147		3.112	.004
	Disiplin Kerja	-.118	.170	-.109	-.695	.493
	Motivasi	.680	.134	.798	5.064	.000

a. Dependent Variable: Kinerja Karyawan

Data sources: processed by researchers (2025)

Based on the significance value (Sig.) for the influence of Work Discipline (X1) on Employee Performance (Y), which is 0.493 (> 0.05), and the t-calculated value of –0.695, which is less than the t-table value of 2.048, it can be concluded that the Work Discipline variable (X1) does not have a partial influence on Employee Performance (Y). Meanwhile, based on the significance value (Sig.) for the influence of Work Motivation (X2) on Employee Performance (Y), which is 0.004 (< 0.05), and the t-calculated value of 5.064, which is greater than the t-table value of 2.048, it can be concluded that the Work Motivation variable (X2) does have a partial influence on Employee Performance (Y).

Table 7 Simultaneous F Test

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	91.356	2	45.678	16.815	.000[b]
	Residual	76.063	28	2.717		
	Total	167.419	30			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), MOTIVASI, DISIPLIN KERJA

Data sources: processed by researchers (2025)

The F-table value in this study is F (k; n–k) = F (2; 31–2) = F (2; 29) = 3.33. Based on the table above, the significance value (Sig.) for the simultaneous influence of X1 and X2 on Y is 0.000, which is less than 0.05. Meanwhile, the calculated F value is 16.815, which is greater than the F-table value of 3.33. Therefore, it can be concluded that Hypothesis 3 (H3) is accepted, indicating that there is a simultaneous influence of variables X1 (Work Discipline) and X2 (Work Motivation) on variable Y (Employee Performance).

Table 8 Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.739[a]	.546	.513	1.64819	1.697

Data sources: processed by researchers (2025)

This means that the influence of Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y) at Hotel Maninjau Indah, Agam Regency, West Sumatra is 51.3%, which falls under the strong category, as it exceeds the threshold of 0.67. Based on the results of the study, the test of the variables Work Discipline (X1) and Work Motivation (X2) on Employee Performance (Y) at Hotel Maninjau Indah, Agam Regency, West Sumatra, shows that only one variable, namely Work Motivation (X2), has a positive and significant influence. Meanwhile, the Work Discipline variable (X1) shows no significant effect on the dependent variable (Y). This indicates that the level of discipline possessed by employees does not directly determine the quality or quantity of their performance. Other factors such as work motivation, work environment, leadership, and individual competence may play a more dominant role in influencing employee performance.

Based on the significance value, the influence of Work Discipline (X1) on Employee Performance (Y) is 0.493 (> 0.05), and the t-calculated value is -0.695, which is less than the t-table value of 2.048. Therefore, it can be concluded that the variable Work Discipline (X1) does not have a partial effect on employee performance (Y). On the other hand, the significance value for the influence of Work Motivation (X2) on Employee Performance (Y) is 0.004 (< 0.05), and the t-calculated value is 5.064, which is greater than the t-table value of 2.048. Thus, it can be concluded that the Work Motivation variable (X2) has a partial effect on Employee Performance (Y). Based on Table 4.9, the F-table value in this study is F (k; n–k) = F (2; 31–2) = F (2; 29) = 3.33. From the table, it is known that the significance value (Sig.) for the simultaneous influence of X1 and X2 on Y is 0.000 (< 0.05), and the F-calculated value is 16.815 (> F-table 3.33). Therefore, it can be concluded that Hypothesis 3 (H3) is accepted, meaning that there is a simultaneous effect of Work Discipline and Work Motivation on Employee Performance.

According to Table 4.10, the Adjusted R Square value is 0.513, indicating that 51.3% of the variation in Employee Performance (Y) can be explained by Work Discipline (X1) and Work Motivation (X2), which is considered a strong level of influence.

D. CONCLUSION AND SUGGESTION

Conclusion

Based on the results of the research and discussion conducted, the following conclusions can be drawn:

1. The Work Discipline variable (X1) does not have a significant effect on Employee Performance (Y). This suggests that the level of discipline among employees does not directly determine their performance quality or quantity. Other factors, such as work motivation, work environment, leadership, and individual competence, are likely to play a more dominant role in influencing employee performance.
2. The Work Motivation variable (X2) has a positive and significant effect on Employee Performance (Y). This indicates that increased motivation leads to better employee performance.
3. The coefficient of determination (R^2) is 0.513, meaning that Work Discipline (X1) and Work Motivation (X2) together influence Employee Performance (Y) by 51.3% at Hotel Maninjau Indah, Agam Regency, West Sumatra. This percentage falls within the strong category, indicating a substantial combined effect of the two variables.

Suggestions:

1. For Management
   The management of Hotel Maninjau Indah is encouraged to focus more on enhancing employee motivation, as it has been proven to significantly influence employee performance. This can be done through appropriate incentives, recognition programs, career development opportunities, and the creation of a more supportive work environment.
2. On Work Discipline
   Although work discipline did not show a significant direct impact on performance in this study, maintaining a disciplined work culture is still important. Efforts should be made to ensure that rules and policies are clearly communicated and fairly enforced, as discipline may still contribute indirectly through other performance-related factors.
3. For Future Research:
   Future researchers are advised to include additional variables such as leadership style, organizational culture, or employee engagement, which may also have a significant impact on performance. Expanding the sample size or conducting comparative studies across different hotels or industries may provide broader insights.

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