



**SURAT PENUGASAN**

Nomor : ST/353/XI/2024/FEB-UBJ

Tentang

**PENUGASAN DOSEN SEBAGAI PENULIS JURNAL  
FAKULTAS EKONOMI DAN BISNIS  
UNIVERSITAS BHAYANGKARA JAKARTA RAYA**

- Pertimbangan : Sehubungan dengan Penugasan yang dilakukan Dosen Fakultas Ekonomi dan Bisnis Universitas Bhayangkara Jakarta Raya semester Ganjil TA. 2024/2025. Dipandang perlu penugasan Dosen Tetap Fakultas Ekonomi dan Bisnis untuk melaksanakan kegiatan yang dimaksud, untuk itu perlu mengeluarkan Surat Tugas.
- Dasar : a. UU RI No.12 Tahun 2012 tanggal 10 Agustus 2012 tentang Pendidikan Tinggi.  
b. Peraturan Menteri Riset Teknologi dan Pendidikan Tinggi No. 08 tahun 2019 tentang Standar Pelayanan Minimum.  
c. Keputusan Kepala Kepolisian Republik Indonesia selaku Ketua Umum Yayasan Brata Bhakti Polri No. Pol : KEP/05/IX/1995/YBB tanggal 18 September 1995 tentang Pembentukan dan Pendirian Universitas Bhayangkara Jakarta Raya.  
d. Surat Keputusan Ketua Pengurus Yayasan Brata Bhakti Nomor: Skep/8/II/2024/YBB tanggal 24 Januari 2024 tentang Pemberhentian dari dan Pengangkatan dalam Jabatan Dekan di Lingkungan Universitas Bhayangkara Jakarta Raya yang diselenggarakan Yayasan Brata Bhakti.  
e. Surat Keputusan Rektor Universitas Bhayangkara Jakarta Raya Nomor: SKEP/185/VIII/2024/UBJ tanggal 27 Agustus 2024 tentang Revisi Kalender Akademik Semester Ganjil dan Genap Tahun Akademik 2024/2025.

**DITUGASKAN**

- Kepada : 1. Nama : Dr. Bayu Seno Pitoyo, S.E., M.Ak.<sup>1</sup>  
NIDN : 0302129101  
Jabatan : Dosen Tetap Prodi Manajemen  
2. Nama : Dr. Ari Sulistyowati, S.E., M.M.<sup>2</sup>  
NIDN : 0331078303  
Jabatan : Dosen Tetap Prodi Manajemen
- Untuk : 1. Melaksanakan tugas sebagai Penulis pada Jurnal Ilmiah Manajemen Ubhara (JIMU), dengan judul "*Determinants of Employee Performance at the Bekasi Jaya*" telah terbit pada Volume 6, Nomor 1, ISSN: 2684-7000 (online), ISSN: 1858-1358 (print), November 2024.  
2. Melaporkan hasil pelaksanaan kegiatan tersebut secara tertulis kepada Dekan Fakultas Ekonomi dan Bisnis.  
3. Melaksanakan tugas ini dengan penuh tanggung jawab.

Dikeluarkan di : Jakarta  
Pada Tanggal : 05 November 2024

DEKAN FAKULTAS EKONOMI DAN BISNIS

Prof. Dr. Istianingsih, S.E., M.S.Ak.  
NIP : 1905420





## Determinants of Employee Performance at the Bekasi Jaya

Bayu Seno Pitoyo<sup>1</sup>, Ari Sulistyowati<sup>2</sup>.

<sup>1,2</sup> Universitas Bhayangkara Jakarta Raya, Indonesia

Email : [bayu.seno@dsn.ubharajaya.ac.id](mailto:bayu.seno@dsn.ubharajaya.ac.id) [ari.sulistyowati@dsn.ubharajaya.ac.id](mailto:ari.sulistyowati@dsn.ubharajaya.ac.id)

*Corresponding Author:* [bayu.seno@dsn.ubharajaya.ac.id](mailto:bayu.seno@dsn.ubharajaya.ac.id)

### Abstract:

The Bekasi Jaya Village Office Employee Performance Impacted by Work Discipline and Work Motivation. The purpose of this study is to determine whether work motivation and work discipline have an impact on the productivity of employees at the Bekasi Jaya Village Office. The author takes a quantitative method in this investigation. This study was carried out with a saturation sampling strategy. There are up to 41 respondents from the total population who were included in the sample. method of gathering data through the distribution of questionnaires. IBM SPSS 26 is the design utilized in this investigation. The study's findings indicate that: (1) work motivation affects employee performance positively and partially,  $4,110 > 1,685$  with a significant value of  $0.000 < 0.05$ ; (2) work discipline affects employee performance positively and partially,  $2,708 > 1,685$  with a significant value of  $0.010 < 0.05$ ; and (3) work motivation and work discipline together, either simultaneously or jointly, affect employee performance,  $61,872 > 3,245$  with a significant value of  $0.000 < 0.05$ . Future studies are advised to increase the sample size and incorporate additional factors including work experience, leadership, and work environment in order to predict employee success at the Bekasi Jaya Village Office. in order to get additional data regarding the elements that affect employee performance.

**Keywords:** Work Motivation, Work Discipline, Employee Performance

### Introduction

The use of human resources is essential for the success of any organization, be it a government agency or a private business. Resources are the sum of the accumulated knowledge and strength of a country, Rosmawati et al (2019). Companies need human resources because they will see and assess their prospective employees by following the rules or regulations that have been set by the company and are responsible for doing their jobs well and correctly Fitriana & Siagian (2020). In the most basic definition, it refers to employees who work to achieve organizational goals. For developments in today's intense and rapidly increasing global competition, businesses must focus on the availability and quality of their human resources. Human resource management operates with the assumption that employees are the most important asset of the organization and must be managed effectively Nurkhotimah (2022).

The factor that affects employee performance is work motivation. Motivation is the driving force that motivates employees to do the work or tasks that have been given by the company or organization well, Miskiani & Bagia (2020). To help an organization achieve