

The Effect of Additional Employee Income (TPP) on ASN Discipline at the Medan City Education and Culture Office with Work Motivation as a Mediation Variable

Emmy Kiki Manik¹, Siti Aisyah¹, Kaiman Turnip¹

¹Universitas Medan Area, Medan, North Sumatra, Indonesia

Corresponding author e-mail: emmykikimanik84@gmail.com

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Abstract: The amount of Additional Employee Income will be calculated again proportionally based on the number of attendance and absences under certain conditions and divided by the number of working days in the month in question. So that civil servants who do not attend work for no apparent reason will get a fine deducted from their TP P. This is felt to have a fairly heavy effect considering the amount of Additional Employee Income is quite large in the salary component. Currently, the attendance recording process is carried out conventionally using an attendance journal signed by civil servants every time they attend work. This conventional process is considered quite burdensome, considering that each Regional Apparatus Organization (OPD) must provide an official report to the Regional Civil Service Agency for the process of disbursing TPP for civil servants. However, it is not known whether additional employee income (TPP) affects ASN discipline on ASN's work motivation through mediation variables. The study examined the influence of TPP on ASN Discipline on ASN work motivation through mediation variables. This explanatory quantitative research involved 120 Civil Servants at the Medan City Education and Culture Office. Data analysis uses a Structural Equation Model (SEM) operated through the SmatPLS program. The results show that TPP is able to mediate work motivation and affect employee discipline.

Keywords: Additional Employee Income, Discipline of State Civil Apparatus, Work Motivation

A. Introduction

Discipline is important in increasing work motivation in the government and private environment (Wardani & Riyanto, 2019). Obeying the rules of an organization, a disciplined lifestyle and activities for the organization that will motivate and increase work motivation, it can be applied with and without violating the rules that have been set. Increased work motivation can be seen from the discipline applied to himself; it is certain that he can carry out discipline in the organization without any sense of compulsion. Understanding and realizing discipline for individuals and the

environment is very important. In addition to training self-control, respect and responsibility for the rules of order in the organization. Discipline also plays an important role in controlling employee behavior during the organization and discipline also plays an important role because without discipline employees will become indecisive, uncontrollable and unable to make decisions. Mangkuprawira stated that discipline is the trait of an employee who consciously complies with certain organizational rules and regulations. Discipline greatly affects the performance of Employees and the Government, because discipline is a form of training for Employees in implementing Government regulations. The more disciplined, the higher the work productivity of employees and the performance of the Government (Mangkuprawira & Hubeis, 2007).

The State Civil Apparatus (ASN) is one of the important components in government. ASN is the executor of various government functions to provide services to the community. ASN consists of Civil Servants (PNS) and Government Employees with Employment Agreements (PPPK). ASN plays an important role in the implementation of government processes, so ASN is required to have high expertise and skills, knowledge, good personality, morals, and work ethic. In addition to the aspect of individual expertise, the benchmark for ASN performance is discipline at work.

To be more effective in the regulations that have been issued in order to enforce discipline, it is necessary to have rules on employee discipline. In addition, there needs to be an example of a leader, because the leader is a role model for his subordinates. The leader must be able to move and direct the Employee because the leader is responsible for the success and failure of the Employee. In addition, discipline is useful in educating employees to comply with existing regulations, procedures, and policies, so that they can produce good performance. Work discipline is an attitude, behavior that is carried out voluntarily and consciously and in a state of following the regulations that have been set by the Government, both written and unwritten. The loss of discipline will affect work efficiency and effectiveness. job duties. If discipline cannot be enforced, then it is possible that the goals that have been set cannot be achieved effectively and efficiently. As an illustration, if a government only pays attention to education, expertise and technology without thinking about the enthusiasm and work discipline of employees, then even high education, expertise and technology will not produce maximum products if the person concerned cannot use them regularly and has a high level of work discipline.

Work discipline is every individual and also a group that guarantees compliance with orders and takes the initiative to take the necessary action if there is an order (Heidjrachman & Husnan, 2016). While discipline is an action of management to give encouragement to the implementation of organizational standards, this is training that leads to efforts to justify and involve the knowledge of employee

attitudes and behaviors so that there is a willingness in employees to lead to better cooperation and achievements. Thus, the application of discipline greatly affects the performance of employees. Work discipline which means the willingness to comply with the rules or regulations that apply in the environment of their respective work organization so that it is expected to improve high performance (Davis, 2012).

In work discipline there are also indicators and aspects that will be used in assessing employee work discipline attitudes, for that see the discussion of indicators and aspects of work discipline below, namely; Punctuality here means that you can judge employees from how disciplined from the time that has been set by the company, including the presence and compliance of employees to carry out tasks on time and correctly. Obey Regulations in government agencies. Disciplined employees must obey the regulations in the company. Regulations and rules must be made so that the goals of a company can be achieved properly. For this reason, it requires an attitude of loyalty from employees to the commitments that have been set in the company. Responsibilities in Duty. An employee must have responsibility in their duties. One of the forms of employee responsibility is the best use and maintenance of equipment, so that it can support office activities to run smoothly (Dose & Klimoski, 1995).

Factors affecting work discipline are goals and abilities Goals and abilities also affect the level of employee discipline. The goals to be achieved must be clear and ideally set, and challenging enough for the employee's abilities. Leadership example Leadership role models play a very important role in determining employee discipline because leaders are used as role models and role models by their subordinates. Reply to the service. Remuneration (salary and welfare) also affects employee discipline because remuneration will provide satisfaction and love for employees for the company or their work. If the employee's love for work is getting better, Keadilan. Justice helps to encourage the realization of employee discipline, because the ego and human nature always feel important and ask to be treated the same as other humans. Justice which is used as the basis of wisdom in giving retribution (recognition) or punishment, will stimulate the creation of good employee discipline. Alert. Waskat (inherent supervision) is the real and most effective action in realizing the discipline of company employees. By waskat, it means that the boss must be active and directly supervise the behavior, morals, attitudes, work spirit, and work achievements of his subordinates. Penal sanctions. Punitive sanctions play an important role in maintaining employee discipline. With the harshest penalties, employees will be more afraid of violating company regulations, and employees' attitudes and disciplinary behavior will be reduced. Assertiveness. The firmness of the leadership in taking action will affect the discipline of the company's employees. The leadership must be brave and firm, acting to punish every employee who is indisciplined in accordance with the penal sanctions that have been set. Harmonious human relationships among fellow employees help create good discipline in a company. Relationships, both vertical and

horizontal, consisting of direct single relationships, direct group relationships, and cross relationships, should run harmoniously.

From some of the above definitions, it can be concluded that discipline is an effort to instill values or coercion so that the subject has the ability to obey a rule.

The results of the assessment of disciplinary achievement at the Medan City Education and Culture Office are as follows:

Table 1. Recapitulation List of Attendance and Work Achievements of Medan City Education and Culture Office Employees June to December 2022/2023

No	Number of Employees	Year	Absent	Permit	Late	Job Duties and Position Activities	Level of success in achieving performance
1	120	2022	18	20	52	7 items	79%
2	120	2023	12	17	35	8 items	85%

Source: Medan City Education and Culture Office, 2024

The phenomenon in the assessment of ASN discipline of the Medan City Education and Culture Office can be found that employee discipline is not optimal. It can be seen that there are still many employees who commit violations during working hours that have been determined, including when a work time (working hours), when the work is finished (hours after work), and when work takes a certain time. Obedience and obedience to established obligations and prohibitions as well as obedience to orders. An effort in carrying out a task by prioritizing the completion of the task first, in order to create order in a job. This is the case for activities or work that will be carried out every day in accordance with duties and functions based on work discipline.

In accordance with the explanation above, the researcher conducted an interview with one of the employees with the initials MN and stated: “in the implementation of work discipline, there are still employees who commit violations, especially in the low attendance rate so that many employees experience TPP cuts, in addition to discipline, in the achievement of work also often experience delays in providing reports so that work motivation is increasing Decreased.

Mathis & Jackson, (2014) expressing the desire in a person that causes that person to take action. Understanding motivation is important because of the performance of reactions to compensation and other human resource attention related to that motivation. Luthans explains motivation is a process that begins with a physiological or psychological definition that drives behaviors or impulses aimed at goals or incentives. Thus, the key to understanding the motivational process depends on understanding and the relationship between needs, motivations, and incentives (Luthans, 2016).

The factors that affect employee discipline are as follows: the size of compensation, whether there is an example of leadership in the Company, whether there are

definite rules that can be used as a guide. the courage of the leader in taking action, whether there is supervision of the leader, whether there is attention to the employees or not. Habits are created that support the upholding of discipline. The best discipline is self-discipline (Sutrisno, 2019). The tendency of normal people is to do what is their duty and keep the rules of the game (Damanik, 2020). At some point people understood what was required of them, where they were expected to always do their job effectively and efficiently. Now many know that the possibility behind discipline is to improve oneself from laziness.

There are three general forms of organizational treatment that are considered good and can increase organizational support felt by employees: (1) Fairness, distribution of resources on welfare, (2) Support from superiors, responsible and pleasant, (3) Rewards from the organization, in the form of awards, salaries and promotions (Rhoades & Eisenberger, 2011). Organizational support is considered lacking by employees so that they are able to achieve poor work so that they get a policy of providing incentives that are considered unfair, because it is related to the type of task and period of work, in addition to the policy of determining the opportunity for employees to take part in training only based on *likes* and *dislikes*.

The amount of TPP will be recalculated proportionally based on the number of attendance and absences under certain conditions and divided by the number of working days in the month in question. So that civil servants who do not attend work for no apparent reason will get a fine cut from their TPP. This is felt to have a quite heavy effect considering the large amount of TPP in the salary component. Currently, the attendance recording process is carried out conventionally using an attendance journal signed by civil servants every time they attend work. This conventional process is considered quite burdensome, considering that each Regional Apparatus Organization (OPD) must provide an official report to the Regional Civil Service Agency for the process of disbursing TPP for civil servants.

The Medan City Education and Culture Office in providing additional employee income (TPP) in providing service rewards for the performance of the State Civil Apparatus (ASN) which is associated with their performance assessment. This means that additional employee income is given if an ASN has good performance in a field of work. However, an additional increase in employee income cannot be used as a guarantee that it will eliminate the possibility of deviant practices if it is not balanced with the reward *and punishment policy* and the formation of an independent and well-functioning employee performance assessment team.

In accordance with the Regulation of the Mayor of Medan Number 10 of 2021 concerning Additional Employee Income (TPP) of the State Civil Apparatus (ASN) of the Medan City Government, the criteria for Additional Employee Income (TPP) of the State Civil Apparatus (ASN) are workload, work performance, place and duties, working conditions, scarcity of professions and other object considerations.

as for the TPP-ASN calculation instrument, the amount of TPP-ASN received by each ASN employee is calculated based on the assessment of work discipline, work productivity, and calculations of other objects. Work discipline assessment and calculation of other objects are carried out based on attendance records using the attendance application, while work productivity is carried out based on the implementation and assessment of the performance information system assessment officer. The following is the TPP of the Medan City Education and Culture Office:

Table 2. Additional Income of Employees According to Position

Yes	Position	TPP Amount
1	Head of Service	IDR 47,573,265
2	The Secretary of the Service	IDR 23,856,057
3	Human Resources Analysis of Apparatus at the Intermediate Expert Level	IDR 10,954,312
4	Sexy Head	IDR 10,196,273
5	Policy Technical Reviewer	IDR 4,934,822
6	Information Data Processor	IDR 4,332,151
7	Office Administration	IDR 3,638,478
8	Cultural Leaders	IDR 7,405,114
9	Program Compiler	IDR 6,882,512

Source: Medan City Education and Culture Office. 2024

Additional employee income is an additional one given to ASN (PNS and PPPK) which is associated with attendance and performance evaluation. Regional performance allowances are an improvement of existing allowances and will be a specific allowance to spur performance and at the same time ensure fairness in the provision of allowances. The provision of regional performance allowances to carry out bureaucratic reform in line with the rapid development of the times and the increasingly complex problems faced by the state, so as to achieve good governance and governance (Sedarmayanti, 2021).

Thus, the implementation of TPP-ASN at the Medan City Education and Culture Office requires the ability possessed by an employee to be very important for every employee so that they are able to adjust and adapt to their work environment. The employability of employees is considered important because leaders need to understand the nature of employees, through this effort can create a more appropriate work atmosphere for efforts to improve employee performance. The ability possessed by an employee will provide a guarantee that all forms of activities carried out are in accordance with the provisions and procedures set by the Medan City Education and Culture Office. The abilities possessed by employees directly determine the success of employees at work so that in the end employees are able to maximize performance achievements at work. With previous research, it is the basis for researchers to conduct this research. As the results of previous research are as follows: In the study Tristiadi, (2017) about "The Effect of Additional Employee Income (TPP) on Employee Performance in the Development Section of the Regional Secretary of Berau Regency. The results of this study show that Additional Employee Income has a positive and significant effect on Employee Performance in

the Development Section of the Berau Regency Regional Secretariat. This shows that the Employee Income Supplement (TPP) increases, then Employee Performance will increase and vice versa if the Employee Income Supplement (TPP) decreases, then Employee Performance will decrease. Conditions in the field can be seen the additional income of ASN Employees (TTP) experienced by employees at the Medan City Education and Culture Office can be seen from the symptoms felt by employees such as lack of physical ability and intellectual ability at work.

B. Methods

This study uses a quantitative method. Quantitative research methods according to (Sugiono, 2020) is a research method that is carried out to find out the value of variables, either one or more variables (independent) without making comparisons, or connecting with other variables. This study uses an explanatory quantitative design that aims to explain the relationship between Employee Income Allowance (TPP), work motivation, and discipline of State Civil Apparatus (ASN) in the Medan City Education and Culture Office. The explanatory design was chosen because this study focuses on testing and explaining the causal relationship between these variables. The research sample consisted of 120 employees selected using incidental sampling techniques, namely sample selection based on availability and ease of access during the data collection process. Data were collected through a structured questionnaire using a four-point Likert scale, with the aim of measuring respondents' perceptions regarding the TPP, work motivation, and discipline variables quantitatively. Data analysis was carried out using Structural Equation Modeling (SEM) based on Partial Least Square (PLS) with the help of SmartPLS software. The analysis process includes convergent and discriminant validity testing to ensure that the measurement instrument can measure the variables accurately and differentiate between variables. In addition, the reliability of the instrument was tested using Composite Reliability (CR) and Cronbach's Alpha to ensure internal consistency of the data. Furthermore, hypothesis testing was carried out using the bootstrapping method to determine the significance of the relationship between variables in the research model.

C. Results and Discussion

Outer Model Evaluation (Measurement Model): Validity and Reliability Testing

Convergent validity is a component of the measurement model, which is also known as the external model in SEM-PLS and confirmatory factor analysis (CFA) in covariance-based SEM (Ghozali, 2012). According to Latan and Ghozali, 2012, there are two conditions to determine whether the outer model (measurement model) meets the requirements for convergent validity for reflective constructs: (1) the loading must be more than 0.7 and (2) the p-value is significant (0.05). However, under certain circumstances, particularly for recently designed surveys, charging

requirements exceeding 0.7 are often not met. Therefore, in order to maintain it, a charge between 0.40 and 0.70 must still be taken into account. Indicators with an external charge of less than 0.40 need to be removed from the model. However, we must test the effect of the choice to exclude this indicator on the average of extracted variance (AVE) and composite reliability for indicators with an external charge between 0.40 and 0.70. If the indicator can increase the average of extracted variance (AVE) and the reliability of the composite exceeds its threshold, we can remove the indicator with an external load between 0.40 and 0.70 (Ghozali & Latan, 2012). The reliability of the composite is 0.7 and the AVE limit value is 0.50. The effect of removing indications on the validity of the construct content is another factor that needs to be considered. Because it supports the validity of the construct content, indicators with a small external load are sometimes maintained (Ghozali, 2012).

The composite reliability is 0.7 and the AVE limit value is 0.50. The effect of eliminating indications on the validity of the content of the construct is another factor that needs to be considered. Because it supports the validity of the content of the construct, indicators with small external loads are sometimes maintained. In the validity testing of the outer loading stage 1, there were several invalid items or indicators, namely MK25, Mk9 and KD19, with outer loading values <0.7. So that these indicators were eliminated based on the analysis process. In the Validity Testing stage based on outer loading, there were several invalid items or indicators, namely MK12, with an outer loading value <0.7. Until these indicators were eliminated from the analysis process. From the outer loading validity test, it is known that the outer loading value > 0.7 which indicates that it has met the validity criteria based on the loading value. In addition, validity testing was carried out based on the average extract (AVE) value.

Table 3. Validity Testing based on Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)
Work Motivation (M)	0.847
Employee Additional Income (X)	0.926
Discipline (Y)	0.928

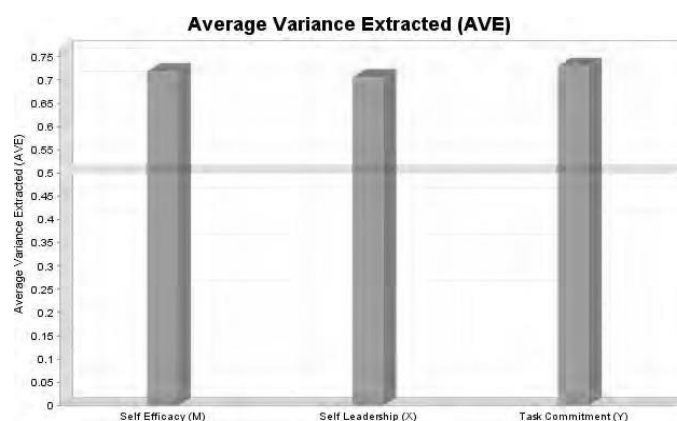


Figure 1. Validity Testing based on Average Variance Extracted (AVE)

The recommended AVE value is more than 0.5. Since all AVE values are greater than 0.5, it is known to have met the AVE-based validity criteria. In addition, dependency testing is carried out using composite reliability ratings (CR).

Table 4. Reliability Testing based on Composite Reliability (CR)

	Composite Reliability
Work Motivation (M)	0.724
Employee Additional Income (X)	0.925
Discipline (Y)	0.917

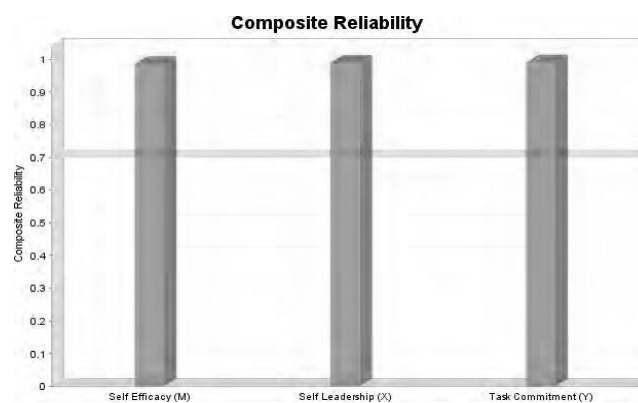


Figure 2. Reliability Testing based on Composite Reliability (CR)

According to (Sholihin & Ratmono, 2013) the recommended CR value is higher than 0.7. It is widely recognized that all CR values above the threshold of 0.7 indicate that they have met the reliability criteria determined by CR satisfactorily. In addition, the assessment of dependency is carried out using the Cronbach's alpha (CA) coefficient.

Table 5. Reliability Testing based on Cronbach's Alpha (CA)

	Cronbach's Alpha
Work Motivation (M)	0.856
Employee Additional Income (X)	0.927
Discipline (Y)	0.941

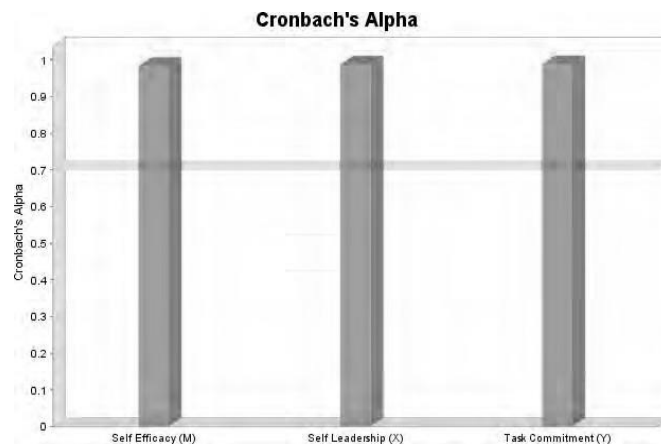


Figure 3. Reliability Testing based on Cronbach's Alpha (CA)

According to (Sholihin & Ratmono, 2013), it is recommended that the CA value is higher than 0.7. It is widely recognized that all CA values are above the threshold of 0.7, thus meeting the dependency criteria set by Cronbach's alpha. In addition, the Fornell-Larcker technique was used to conduct discriminant validity testing. The findings of the discriminant validity assessment are shown in Table 3.

Table 6. Discriminant Validity Testing

	Self-efficacy (M)	Self-leadership (X)	Task Commitment (Y)
Work Motivation (M)	(0.683)		
Employee Additional Income (X)	0.726	(0.870)	
Discipline (Y)	0.738	0.714	(0.881)

Description: The values between “()” are the square roots of AVE.

When assessing discriminant validity, it is common practice to compare the square root of the average variance extracted (AVE) of a latent variable with the correlation values between that latent variable and other latent variables. It is well known that the square root of the average variance extracted (AVE) for each latent variable is higher than the correlation values between each latent variable and other latent variables. Therefore, it can be concluded that the study meets the criteria of discriminant validity.

Significance Effect Test (Boostrapping) (Hypothesis Test)

This hypothesis test aims to determine whether the observed relationship is statistically significant, so that it can be used as a basis for drawing more accurate conclusions about the relationship between the variables studied.

Table 7. Coefficient and Significance Effect Test

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Motivation (M) → Discipline (Y)	0.621	0.615	0.149	4.426	0.000
Additional Employee Income (X) → Work Motivation (M)	0.725	0.708	0.081	8.531	0.000
Additional Employee Income (X) → Discipline (Y)	0.387	0.389	0.147	3.095	0.021

Based on the results in Table 4.9, the results were obtained: Work Motivation (M) has a positive influence on Discipline (Y), with a path coefficient value (Original Sample column) = 0.621, and significant, with a value of $P_{Values} = 0.000 < 0.05$ (Accepted Hypothesis). Additional Employee Income (X) has a positive effect on Work Motivation (M), with a path coefficient value (Original Sample column) = 0.725, and significant, with a value of $P_{Values} = 0.000 < 0.05$ (Accepted Hypothesis). Additional Employee Income (X) has a positive effect on Discipline (Y), with a path coefficient value (Original Sample column) = 0.387, and significant, with a value of $P_{Values} = 0.021 < 0.05$ (Accepted Hypothesis)

Table 8. R_{Square}

	R-Square
Work Motivation (M)	0.481
Discipline (Y)	0.625

From the results of the analysis, it is known that the R-Square value for the Work Motivation (M) variable is 0.481. This shows that the variable Additional Employee Income (X) is able to explain or affect the variability of Work Motivation (M) by 48.1%. In other words, almost half of the variations that occur in Work Motivation can be explained by the Employee Income Supplement factor, indicating a significant contribution of this variable to the increase in employee work motivation. Furthermore, the R-Square value for the Task Commitment (Y) variable was recorded at 0.625. This indicates that the combination of the variables Additional Employee Income (X) and Work Motivation (M) has a strong influence on Discipline (Y), with a contribution of 62.5%. This means that more than half of the variation in Task Commitment can be explained by the interaction between Employee Income Supplement and Work Motivation. These findings emphasize the importance of these two factors in increasing employee task commitment and discipline, and show that policies related to income and internal motivation play a significant role in shaping more positive work behaviors and attitudes.

Table 9. Q_{Square}

	Q ² (=1-SSE/SSO)
Work Motivation (M)	0.337
Discipline (Y)	0.475

Based on the results of the analysis, it is known that the Q-Squared (Q^2) value for the Self-efficacy (M) variable is 0.337, which means that this value is greater than 0. This shows that the variable Additional Employee Income (X) has a positive predictive relevance to Self-efficacy (M). In other words, Employee Income Supplement can be used as a good predictor in increasing Self-efficacy or employee self-confidence in carrying out their duties and responsibilities. This Q^2 value indicates that income-related policies not only affect financial aspects, but also play an important role in improving psychological aspects, such as self-efficacy, which is an important factor in building strong work motivation. Furthermore, the Q-Squared (Q^2) value for the Discipline (Y) variable was recorded as 0.475, which is also greater than 0. This shows that the variables Work Motivation (M) and Additional Employee Income (X) have significant predictive relevance to Discipline (Y). This means that a combination of strong work motivation and the right income policy can effectively predict and increase employee discipline levels. This Q^2 value confirms that the interaction between motivation and additional income is a key factor in encouraging disciplined behavior in the workplace. In other words, the higher the work motivation and additional income provided, the more likely employees will show high discipline in carrying out their duties.

Table 10. Goodness of Fit Model Testing

	<i>Estimated Model</i>
SRMR	0.052

The results of the goodness of fit test using the Standardized Root Mean Square Residual (SRMR) showed that the SRMR value obtained was 0.052, which was below the recommended threshold, which was 0.1. This value indicates that the model used in this study has reached a good level of conformity or it can be said that the model is already "FIT". With low SRMR values, the difference between the observed and predicted covariance matrices by the model is minimal, suggesting that the model is capable of accurately representing the data. This means that the model can be relied upon to analyze the relationship between the variables in the study, and can provide valid results and in accordance with the observed data. Thus, this model is feasible to use for drawing conclusions and making decisions based on the results of its analysis.

Table 11. Mediation Testing

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STD EV)	P Values
Additional Employee Income (X) -> Work Motivation (M) -> Discipline (Y)	0.416	0.427	0.098	4.321	0.000

Based on the results of the goodness of fit test using Standardized Root Mean Square Residual (SRMR), an SRMR value of 0.0416 was obtained, which is far below the set

threshold of 0.1. This shows that the model applied in this study is very fit or in accordance with the existing data. In addition, further analysis revealed that Work Motivation (M) has a significant role as a mediator in the relationship between Employee Income Supplement (X) and Discipline (Y). Statistical evidence shows a P-Values value of 0.000, which is much smaller than the significance level of 0.05, confirming that the mediation hypothesis is accepted. In other words, Work Motivation (M) significantly mediated the influence exerted by Employee Income Supplement (X) on Discipline (Y), suggesting that the relationship was not only direct but also influenced by the mediating variable.

Character of the Research Respondents

After the primary data has been successfully collected by the researcher, the next step is to conduct an analysis to understand the characteristics of the respondents. This analysis covers a variety of important demographic aspects, such as age, gender, religion, and ethnicity. By evaluating age, researchers were able to identify the distribution of respondents in different age groups, which may have influenced the results of the study. Gender analysis provided insights into gender balance in the sample, while religious and ethnic evaluations revealed cultural and religious diversity within respondent groups. This information is invaluable to ensure that the research sample is representative and to understand the social context that may influence the findings. Through an in-depth analysis of these characteristics, researchers can interpret the data more accurately and provide relevant recommendations based on the respondents' demographic profiles.

Table 12. Respondent Demographics

No		Age	Frequency	Percent	Valid Percent	Cumulative Percent
1	Valid	20-25	5	4	4	4
2		26-40	50	43	43	43
3		41-50	55	46	46	46
4		51-55	10	8	8	100.0
		Total	120	100.0	100.00	
		Gender				
1	Valid	Male	45	37,5	37,5	37,5
2		Female	75	62,5	62,5	100.0
		Total	120	100.0	100.0	
		Ethnicity				
1	Valid	Javanese	35	29	29	29
2		Batak	60	50	50	50
3		Minang	15	13	13	13
4		Malay	10	8	8	100.0
		Total	120	100.0	100.0	
		Religion				
1	Valid	Christian	35	29	29	29
2		Islam	85	71	71	100.0
3		Total	120	100.0	100.0	

Hypothetical and Empirical Data

Based on the guidelines suggested by Azwar (2013) In the preparation of the psychological scale, there are five main categories used to classify and assess the results of measurements.

Table 13. Interval Distance Calculation Formula

Category	Guidelines
Low	$X < Red - 1.SD$
Keep	$Red - 01.SD \leq x < Red + 1.SD$
Tall	$Red + 1.SD \geq X$

Based on the hypothetical data and categorization guidelines, it can be determined the *scale of self-leadership* and *task* commitment:

Table 14. Categories and Guidelines

Category	Guidelines
Low	$X < 63$
Keep	$63 \leq X < 100$
Tall	$100 \geq X$

Based on the hypothetical data and categorization guidelines, the self-efficacy scale can be determined:

Table 15. Categories and Guidelines

Category	Guidelines
Low	$X < 57$
Keep	$57 \leq X < 87$
Tall	$87 \geq X$

Empirical data is real data obtained from research samples or scores obtained based on the scale that has been filled in by the research subject.

Table 16. Additional Categories of Employee Income

Additional Categories of Employee Income					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Keep	25	20	20	20
	Tall	95	80	80	100.0
	Total	120	100.0	100.0	

From the output above, it shows that the number of subjects is 120 people. There are 25 people or 20% of the research subjects who have Additional Employee Income in the medium category. There are 95 people or 80% who have Additional Employee Income in the high category. So, it can be concluded that most of the research

subjects have a high Employee Income and no research subject has a low Employee Income Supplement.

Table 17. Discipline Categories

		Discipline Category			
		<i>Frequency</i>	<i>Percent Valid</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Valid	Low	2	1,6	1,6	1,6
	Keep	4	3,4	3,4	3,4
	Tall	114	95	95	100.0
	Total	120	100.0	100.0	

From the analysis outputs obtained, it is known that the study involved a total of 120 subjects. Of these, only 2 people, equivalent to 1.6% of the entire sample, showed low discipline. A total of 4 people, or 3.4% of the subjects, were in the category of moderate discipline. Most of the subjects, namely 114 people or 95%, had relatively high discipline. These results show that most of the study subjects showed excellent levels of discipline. Thus, it can be concluded that the majority of subjects have high discipline, while only a small percentage show low discipline. These findings give an idea that discipline in the research subject group is generally at a very satisfactory level.

Table 18. Work Motivation Categories

Categories Work Motivation		<i>Frequency</i>	<i>Percent Valid</i>	<i>Percent</i>	<i>Cumulative Percent</i>
Valid	Keep	8	6,6	6,6	6,6
	Tall	112	93,4	93,4	100.0
	Total	120	100.0	100.0	

From the analysis outputs obtained, the number of research subjects was 120 people. The results showed that 8 people, or 6.6% of the total subjects, had work motivation that fell into the medium category. Meanwhile, the majority of subjects, namely 112 people or 93.4%, showed work motivation that was in the high category. Thus, it can be concluded that most of the study subjects had a high level of work motivation. None of the research subjects fell into the category of low work motivation. These findings illustrate that work motivation within the study subject group was generally at a very good level, with almost all subjects showing high levels of motivation.

The Effect of Additional Employee Income (TPP) on Work Motivation

Based on the existing results, it can be discussed about each available hypothesis. There are three theories in this study. The first hypothesis (H1) states that Employee Income Supplement (TPP) (X) has an effect on work motivation (M). This impact can be seen from the magnitude of the relationship strength (R-value) which is equivalent to 0.581 and more than enough with the R Square value of 0.339 or 33.9%.

Thus, the additional income of employees (X) has a direct effect of 33.9% on work motivation (M). Therefore, the work motivation of employees increases in proportion to the Additional Employee Income Level (TPP).

These findings are supported by a study (Hasibuan, 2015) who found a positive relationship between Employee Income Supplement (TPP) and work motivation. His research shows that Employee Income Supplement (TPP) has a positive correlation with work motivation because the purpose of motivation is able to increase employee satisfaction in an achievement. This study also indicates that Employee Income Supplement (TPP) has a positive effect on work motivation, and Employee Income Supplement (TPP) also has a positive effect on job satisfaction and individual achievement concentration. Some of the things that can be factors for the emergence of motivation include achievements, recognition, nature of work, responsibility, and progress (Febiani & et.al, 2022). It can be concluded that with good motivation, employees will feel happy and enthusiastic in their work, resulting in significant development and growth. The findings of this study confirm previous research, which showed that Employee Income Supplement (TPP) affects work motivation and work motivation increases with Employee Income Supplement (TPP).

The Effect of Additional Employee Income (TPP) on ASN Discipline

The second hypothesis (H2) of this study is the influence of work motivation (M) on discipline (Y). Since the significance value of the regression coefficient table is $0.000 > 0.05$, this hypothesis has been proven to be accurate. With an impact value of 0.625 and a coefficient of determination (R square) of 0.478 or 47.8%, the influence is clearly seen in the Summary table. This means that task commitment (Y) is directly influenced by the work motivation variable (M) with a factor of 47.8%. There is a significant positive relationship between work motivation and work discipline. The higher the work motivation, the higher the work discipline, on the other hand, the lower the work motivation, the lower the work discipline. These results are further supported by research (Untari, 2018) whose findings show that work motivation has a significant and direct effect on task work discipline with a 99% confidence level.

The findings of this study show the importance of work motivation in achieving the success of an appointment in an agency. In addition, this research shows that high work motivation will make employees motivated to work with enthusiasm that is in accordance with their responsibilities and can make a positive contribution to the organization. So that we continue to strive so that work discipline does not commit various violations at work. Further research shows that work discipline is significantly influenced by other factors, work motivation plays an important role in improving work discipline because the relationship is very strong. From several supporting studies and the results obtained, it is concluded that high work motivation will make employees motivated to work with enthusiasm in accordance

with their responsibilities and can make a positive contribution to the organization and be able to increase employee discipline.

The Effect of Additional Employee Income (TPP) on Discipline with Work Motivation as a Mediating Variable

The third hypothesis (H3) is that there is an effect of Additional Employee Income (TPP) (X) on Discipline (Y) through Work Motivation (M). The hypothesis is proven based on the significance value in the regression coefficient table of $0.000 < 0.05$. obtained a calculated R value of 0.602. the coefficient of determination (R square) is obtained with a value of 0.412 or %. This means that the variables of self-leadership (X) and work motivation (M) have an indirect effect of 41.2% on discipline (Y). These findings are corroborated by research (Rohmawati, 2014) which found that the Employee Income Supplement (TPP) was given as expected which is an indicator of the Employee Income Supplement (TPP) having a significant positive effect on work motivation. (Susanto, 2020) It also strengthens by showing that there is an influence of work motivation on employee discipline, with a high level of discipline in every job it is better than a low level of employee discipline. From the findings obtained and previous research, it can be concluded that an employee with a high optimization of Employee Income Supplement (TPP) will affect his confidence in his ability to have a work motivation and affect his ability to complete tasks and responsibilities which ultimately form high employee discipline.

From the results of this study, it can be concluded that the Medan City Education and Culture Office can carry out several efforts to increase work motivation, discipline, in order to increase Employee Income Supplement (TPP) through several efforts, such as holding trainings specifically designed to increase work motivation, for all employees.

The Effect of Work Motivation on Discipline

There is a direct and positive effect of Additional Employee Income (TPP) (X) on Discipline (Y), with a path coefficient value (Original Sample column) = 0.387, and significant, with a P-Values value = $0.021 < 0.05$. Thus, when an individual is able to manage himself, the individual is significantly able to maintain focus, commitment, and confidence in completing the task at hand. Additional Employee Income (TPP) involves determining the additional wages earned by employees, making plans, and monitoring progress. Thus, individuals can increase their motivation in completing tasks (Enny, 2019) Every employee in work, by occupying a position, people feel that they will be trusted and given great responsibility and authority in doing so, so that status and position are an encouragement to meet the needs of taste. achievements in daily tasks. With a responsibility, an organization will certainly give an award.

Individuals who have a high level of Employee Supplemental Income (TPP) tend to show a stronger drive to remain actively involved in their work. They are not only motivated but also show full commitment to the achievement of the tasks and goals set. High levels of TPP often serve as an effective incentive, encouraging individuals to try harder and focus more on achieving optimal outcomes. With an adequate TPP, individuals feel valued and more motivated to overcome existing challenges, improve their performance, and meet organizational expectations. As a result, they tend to be more dedicated and have a higher level of engagement in work activities, which in turn can increase productivity and success in achieving organizational goals.

D. Conclusions

With work motivation as a mediating variable. The results of the analysis show that TPP has a positive and significant effect on work motivation (33.9%) and employee discipline (62.1%). In addition, work motivation also has a significant effect of 47.8% on discipline, and is an indirect mediation path of TPP on discipline of 41.2%. The majority of respondents have high levels of TPP, motivation, and discipline. This finding confirms that increasing TPP can increase employee motivation and discipline, supporting the need to increase motivation and discipline in the work environment. (This study shows that TPP and work motivation significantly affect employee discipline. While financial incentives serve as a catalyst to increase motivation, a combination of extrinsic and intrinsic factors is most effective in fostering disciplined behavior. Policy makers and HR managers should consider integrating TPP strategies with motivational development programs, such as performance recognition and professional development. Future studies should explore this relationship across government sectors to validate generalizations)

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