

***THE INFLUENCE OF MOTIVATION AND ORGANIZATIONAL COMMITMENT
ON DISCIPLINE IN TRABAS ORGANIZATION***

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ABSTRACT

As the only one motor-trail adventure organization in Bandung, TRABAS has an exclusive impression among the bike-lovers. Therefore, the recruitment for new members increases from period to period. Up to today, TRABAS has 1204 members since it was established in 1995. However, the large number of new members does not align with the high participation in signature activities of TRABAS. This research aims to find out how motivation and organizational commitment affect discipline in TRABAS Organization. The research method used is a descriptive method with data collection techniques, namely a questionnaire with a population of 270 organizational administrators in Bandung Raya, and utilizing a purposive sampling method with the Slovin formula to determine the sample size, namely 72 organizational administrators. This research also uses PLS-SEM with the help of Smart-PLS 4. The result of the study based on the descriptive analysis shows that motivation, organizational commitment, and discipline is included in good category. Meanwhile, based on the PLS-SEM Analysis, H1: P-value of $0,000 < 0,05$ and the T-statistic value is $3,312 > 1,96$, means that H1 is accepted and H2: P-value of $0,001 < 0,05$ and the T-statistic value is $5,586 > 1,96$, means that H2 is also accepted. The conclusion is motivation, organizational commitment, and discipline in TRABAS is good. In addition, there is an impact from motivation and commitment on discipline in TRABAS organization.

Keywords: Organization Commitment, Work Discipline, Work Motivation

INTRODUCING

Throughout its journey, like other legal organizations, TRABAS is required to carry out organizational development both in human resources and in automotive expertise. To meet the needs of these two aspects, TRABAS periodically holds a "*Pendidikan dan Latihan (DIKLAT)*" program as a means of recruiting new members. The human resources aspect includes the values adopted by TRABAS according to the organization's vision as well as mission, increasing the sense of belonging to the organization and togetherness of members, concern or respect for the environment, nature and society. Meanwhile, aspects of automotive skills

include safety riding, survival and mechanical skills

The proses of the recruitment is technically based on the policy of the general chairman at that time, but the basic of it is regulated in TRABAS AD/ART, consists of theory and practice. The theory is similar with attending a class where the future-members are given all the theories and it takes one day only, while the practice mostly takes two-days-one-night trip in the wild to see how much they can apply the theories.

The first DIKLAT TRABAS was held in 2006 and give birth to the first generation "Oray Kadut (OK)" with 73 members.

Year	Location	Generation Name	Number of Members
2006	Ujung Berung - West Java	Oray Kadut (OK)	73
2007	Puntang Mountain – West Java	Rawa Langit (RL)	75
2008	Tangkuban Parahu Mountain – West Java	Kawah Bentang (KB)	65
2009	Subang – West Java	Careuh Bulan (CB)	58
2010	Puntang Mountain – West Java	Petir Puntang (PP)	81
2011	Puntang Mountain – West Java	Gerhana Puntang (GP)	75
2012	Cibodas, Lembang – West Java	Bentang Pangparang (BP)	114
2014	Cibodas, Lembang – West Java	Rawa Munding (RM)	104
2017	Cibodas, Lembang – West Java	Layung Sangkuriang (LS)	107
2019	Dago, Bandung – West Java	Tunggul Sabit (TS)	212
2023	Bandung, West Java – Dieng, Central Java	Pandawa Dihyang (PD)	84

Sources: *Kepengurusan Ketua Umum TRABAS ke-10 (2022)*

According to the table above, we can see that the number of people who joined TRABAS increase in every period. In another words, the motivation to join TRABAS is high. This phenomenon has made TRABAS bigger both in number and popularity, but unfortunately this does not align with their participation in basic and internal activities of TRABAS.

One of the most important internal event in TRABAS that requires the awareness of its member is “MUSANG (Musyawarah Anggota)”, which held to elect the general chairman (Ketua Umum) and change and establish organizational regulations. This event was held every 3 years and this is often done in a democratic way like elections in general. The election for the General Chairperson of TRABAS for the 2023-2026 period, which was held at the Senbik Building on March 14 2023, was attended by 321 people to exercise the right to cast ballots. Based on existing attendance, only around one fourth or 26% of members attended to elect the General Chairperson of TRABAS.

An organization requires commitment from everyone, as it demonstrates their dedication to the

organization and their willingness to contribute to its success (Puspitasari et al., 2022). Employees with high commitment will be loyal to the organization and carry out activities optimally. According to Steers (2002) as cited in Manora et al. (2021), organizational commitment is described as the degree of an individual's identification with and participation in their organization. That opinion is in line with the opinion from Sutrisno (2011:296) in Yulandari & Addawiyah (2022), Organizational commitment refers to an employee's loyalty to their organization, encompassing both their dedication and active engagement within the organization.

Motivation is a key factor in enhancing organizational commitment and performance (Purba et al, 2022). Mangkunegara (2017) concluded that motivation is a state that drives employees to achieve the objectives of their motives. A motive is an internal driving need within an employee that must be satisfied for the employee to adapt to their environment.

Based on the phenomenon above, its shown that despite the high motivation in joining TRABAS, there is low

motivation in participating in MUSANG. This low motivation can lead to low commitment to carry out activity optimally.

One of the strengthening factors that shows that the members of TRABAS

has low commitment is their participation in TM. TM is TRABAS' signature and prestigious event which is always held every year in August as a place for friendship and playing together as well as commemorating Indonesia's anniversary.

Table 2. TRABAS MERDEKA (TM) Participant

No.	Activity	Number of Members
1.	TM 18 (2021)	281
2.	TM 19 (2022)	251

Sources: *Kepengurusan Ketua Umum TRABAS ke-10* (2022)

The table above shows that 23% member in 2021 and 20% member in 2022 attended the event, and there is also a decline in the participation rate from 2021 to 2022. This confirms that the motivation and commitment of the

members in participating in events held by the organization itself is low.

Apart from that, the members of TRABAS also have low discipline. It is shown in the low participation in annual cash contribution in the table below:

Table 3. TRABAS Annual Cash Contribution

Generation	Total of Member	Number of members who pay annual cash contribution per year (%)	
		2022	2023
NOL	152	48%	35%
Oray Kadut (OK)	73	29%	34%
Rawa Langit (RL)	75	12%	14%
Kawah Bentang (KB)	65	7%	13%
Careuh Bulan (CB)	58	32%	24%
Petir Puntang (PP)	81	41%	37%
Gerhana Puntang (GP)	75	28%	38%
Bentang Pangparang (BP)	114	51%	32%
Rawa Munding (RM)	104	60%	50%
Layung Sangkuriang (LS)	107	47%	53%
Tunggul Sabit (TS)	212	65%	58%
Total	1.117	44%	40%

Sources: *Kepengurusan Ketua Umum TRABAS ke-10* (2022)

In addition, if we see from per generation, we can conclude that 6 out of 11 (Pandawa Dihyang is not counted because that generation has not yet formed in 2022), has decreased. In other words, there is a lack of sense of responsibility or willingness to pay annual fees by TRABAS members.

The creation of an organization with high work discipline is something

to be proud of, if every employee has high commitment and motivation, this will really help the organization to achieve its goals according to what is expected. However, pertaining to the low commitment both in participating TM and MUSANG, the discipline possessed by TRABAS members that is the annual cash contribution is low because not up to 50% of its members pay it.

To respond to this phenomenon, it is required to pay attention to the members commitment and motivation, because these two things are important so that the members work discipline increases. Based on the data above, the commitment of each member is still lacking and the motivation that the organization provided is still unclear. Therefore, researchers want to identify further whether commitment and motivation influence work discipline in the TRABAS organization by conducting research with the title of “THE INFLUENCE OF MOTIVATION AND ORGANIZATIONAL COMMITMENT ON DISCIPLINE IN TRABAS ORGANIZATION”.

METHODS

According to Sugiyono (2012) in Purba et al. (2022) explains Population refers to a broad domain comprising entities or subjects possessing specific qualities and attributes designated by researchers for investigation and subsequent analysis. The population under scrutiny in this study comprised 270 administrators from the TRABAS organization residing in the Bandung Raya region. Bandung Raya, also known as the Bandung Metropolitan Area, encompasses Cimahi City, West Bandung Regency, Bandung City, Bandung Regency, as well as Sumedang Regency in the West Java Province, Indonesia.

Sugiyono (2012) in Purba et al. (2022) also explains the sample represents a subset of the population, possessing similar characteristics to the larger population. In this study, the sample was selected using non-probability sampling techniques. According to Azis, Yusuf Abdhul (2023), non-probability sampling is a method where each element or member of the population does not have an equal chance of being selected as a sample.

Additionally, the research employed the Slovin formula to determine the sample size, resulting in a total of 72 administrators.

This study utilized an archival strategy to gather both primary and secondary data. Primary data, acquired directly from the source, included interview responses and questionnaire results conducted by researchers. Secondary data, on the other hand, comprised information collected from external sources, such as company financial records, employee data, and pertinent literature. The analysis employed descriptive analysis techniques and SEM Analysis, facilitated by SmartPLS 4.

RESULT

Respondent Characteristics

The collection of the data from the respondents was conducted by distributing the questionnaire in the form of Google Form online questionnaire. The result indicates that most of respondent filling the questionnaires is in their 30-39 which is 43 person or 60% of the population. In addition, most of respondent is from BP (Bentang Pangparang) with total of 8 people or 11% of the population. The respondent also come from *Seksi Dana Usaha* with total of 10 respondent or 14% of the population. All the respondent also has work outside the organization, and 89% or 64 respondents said that they know the regulation and sanction inside the organization.

Evaluation of The Measurement Model (Outer Model)

The purpose of the outer model test is to define the relationship between latent variables and their indicators. The measurement model was evaluated based on reliability and validity. Reliability can be assessed using Cronbach's Alpha and Composite Reliability, while validity can be assessed using convergent validity and discriminant validity. Below is the outer

model for this study:

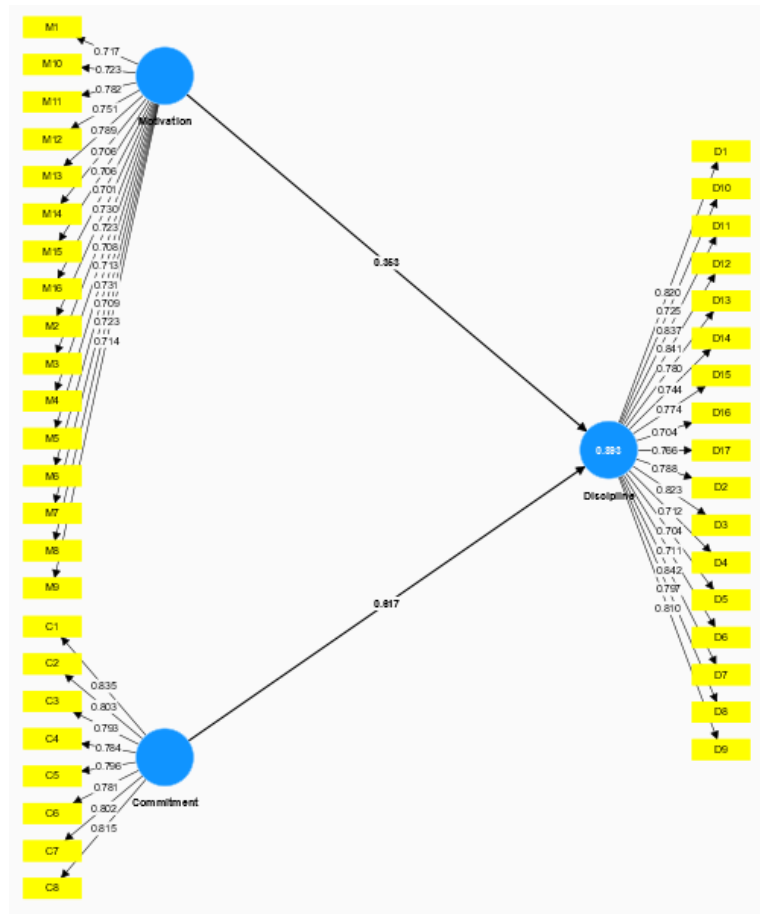


Figure 1. Outer Model
Source: Data Processed (2024)

Convergent Validity

The convergent validity is seen from the loading factor and Average Variance Extracted (AVE). According to Sary et al. (2022), if the loading factor value is at least 0.7, although tolerable down to 0.5, and the Average Variance Extracted (AVE) value is at least 0.5, the construct can effectively explain over half of the variance of the indicator, which indicates validity. According to Figure 1,

all variables exhibit loading factor values greater than 0.7, indicating that each item within the variables meets the criteria and is considered valid. In addition, each variable demonstrates an AVE value exceeding 0.5. This indicates that all variables meet the criteria and are considered valid. Since both the loading factor and AVE meet the criteria, this study satisfies the requirements for

convergent validity.

Discriminant Validity

Discriminant validity is an essential concept that ensures distinctiveness between two conceptually different constructs. This aspect is evaluated using criteria established by Fornell-Larcker and "Cross-Loadings." Discriminant validity indicates the uniqueness of a

particular construct; a strong discriminant validity suggests uniqueness. The criterion involves comparing the square root of the average variance extracted (AVE) of each construct with the correlations between constructs. If the square root of the AVE for a construct is greater than its correlation with other constructs, it demonstrates discriminant validity (Musyaffi et al., 2021 in Sary et al., 2022)

Table 6. Cross Loading

Indicators	Motivation	Organizational Commitment	Discipline
M1	0.717	0.724	0.650
M2	0.730	0.642	0.676
M3	0.723	0.527	0.537
M4	0.708	0.599	0.621
M5	0.713	0.591	0.590
M6	0.731	0.664	0.614
M7	0.709	0.610	0.611
M8	0.723	0.673	0.723
M9	0.714	0.565	0.600
M10	0.723	0.646	0.667
M11	0.782	0.659	0.683
M12	0.751	0.624	0.656
M13	0.789	0.842	0.817
M14	0.706	0.645	0.670
M15	0.706	0.607	0.658
M16	0.701	0.668	0.652
C1	0.748	0.835	0.788
C2	0.720	0.803	0.754
C3	0.725	0.793	0.742
C4	0.648	0.784	0.726
C5	0.680	0.796	0.706
C6	0.704	0.781	0.750
C7	0.771	0.802	0.762
C8	0.708	0.815	0.739
D1	0.812	0.839	0.820
D2	0.731	0.735	0.788
D3	0.724	0.782	0.823
D4	0.618	0.664	0.712
D5	0.638	0.654	0.704
D6	0.634	0.684	0.711
D7	0.723	0.748	0.842
D8	0.619	0.705	0.797
D9	0.699	0.700	0.810
D10	0.708	0.644	0.725
D11	0.769	0.763	0.837
D12	0.751	0.747	0.841
D13	0.697	0.760	0.780
D14	0.737	0.696	0.744
D15	0.690	0.734	0.774
D16	0.674	0.636	0.704

D17	0.660	0.768	0.766
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Source: Data Processed (2024)

The tables above indicate that the majority of indicators on one latent variable have higher values than those on other latent variables. This suggests that the data successfully pass the Cross-Loading test.

However, based on the Fornell-Lacker table below, the indicator on one latent variable is smaller than in other latent variable. This means the data do not pass Fornell-Lacker test.

Table 7. Forenell Larcker

	Motivation	Organization Commitment	Discipline
Motivation	0,801		
Organization Commitment	0,931	0,777	
Discipline	0,891	0,903	0,727

Source: Data Processed (2024)

Reliability Test

Reliability can be calculate using Cronbach’s Alpha as well as Composite Reliability. The item can be said as

reliable if the Cronbach’s Alpha as well as Composite Reliability is >0,7.

Table 8. Cronbach’s Alpha and Composite Reliability

	Cronbach’s Alpha	Composite Reliability
Motivation	0.940	0.947
Organization Commitment	0.920	0.935
Discipline	0.959	0.963

Source: Data Processed (2024)

The tables above display that the Cronbach’s Alpha as well as Composite Reliability values for each indicator are greater than 0.7, indicating that each indicator satisfies the reliability test criteria.

and 0,75 indicates strong relationship.

Table 9. R-Square

	R-Square	Conclusion
Discipline	0,893	Strong

Source: Data Processed (2024)

Evaluation of The Structural Model (Inner Model)

The objective of structural models is to predict the correlation between latent variables. To evaluate a structural model, the first thing to consider is the value of R-Squares for each endogenous variable as the structural model’s predictive force. The result for R-square value is 0,25 indicates weak, 0,50 indicates medium,

Table above is showing the R-value of the model for this study is strong because 0,89 is more than 0,75 which can be concluded in strong category.

Table 9. F-Square

	Discipline
Motivation	0,241
Organizational Commitment	0,738

Source: Data Processed (2024)

Based on the Table above, we can conclude that Discipline (Y) on Motivation (X1) has an F-square value of 0,241 or 24% which mean that it has a weak influence. Meanwhile Discipline (Y) on Commitment (X2) has an F-square value of 0,738 which mean that it has a strong influence.

Hypothesis Testing

Hypothesis testing can be seen from P-value and T-statistic. If the P-value is <0,05 (a) as well as T-statistic is >1,96 it indicates there is influence and significance between constructs. The research hypothesis accepted if the t-statistic > t-table, and rejected if the t-statistic < t-table

Table 10. Hypothesis Testing

Hypothesis	T-Statistic	P-Value
H1: M → D	3.312	0,001
H2: C → D	5.586	0,000

Source: Data Processed (2024)

The following is the explanation of hypothesis testing:

1. H1: “P-value of 0,000 < 0,05 and the T-statistic value is 3,312 > 1,96, means that H1 is accepted due to the positive relationship between Motivation and Discipline”
2. H2: “P-value of 0,001 < 0,05 and the T-statistic value is 5,586 > 1,96, means that H2 is also accepted due to the significant positive relationship between Organizational Commitment and Discipline.

CONCLUSION

Based on the finding presented in previous chapter, The conclusions that can be drawn from this research conducted at the TRABAS Organization are:

1. Based on the descriptive analysis carried out, the continuum data analysis for motivation is included in

the good category with a score of 82% out of 100%. This shows that every administrator in the organization already has good motivation, however this does not close the opportunity to increase the motivation of each administrator.

2. Based on the descriptive analysis carried out, the continuum data analysis for organization commitment is included in the good category with a score of 81% out of 100%. This shows that every administrator in the organization also has good commitment to the organization, however this does not close the opportunity to increase the commitment of each administrator.
3. Based on the descriptive analysis carried out, the continuum data analysis for discipline is included in the good category with a score of 82% out of 100%. This shows that every administrator in the organization already has good discipline, however this does not close the opportunity to increase the discipline of each administrator.
4. Based on the Structural Equation Modelling (SEM), there is a positive impact of motivation on discipline in the administrator of the TRABAS Bandung organization.
5. Based on the Structural Equation Modelling (SEM), there is a significant positive impact of commitment on discipline in the administrator of the TRABAS Bandung organization

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