THE EFFECT OF MOTIVATION, WORK DISCIPLINE AND WORK EXPERIENCE ON THE PERFORMANCE OF STAFF AT PRIMA INDONESIA UNIVERSITY

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Abstrak


Kata Kunci: Disiplin Kerja, Prestasi Kerja, Motivasi dan Pengalaman Kerja

Abstract

This study aims to determine the effect of Motivation, Work Discipline and Work Experience to Work Performance of UNPRI's staff by partially or simultaneously. This research are conducted to UNPRI's staff. The population in this research are the staff of UNPRI. Data collection methods in this study were questionnaires. The sampling technique used is the Random Sampling technique. Determination of the number of samples in this research using the Slovin formula with an error level of 5\% so as to obtain a sample of 148 staff from the total population of 234 staff at UNPRI. Analysis prerequisite test uses validity, reliability test. Data analysis techniques using descriptive analysis, multiple correlation analysis, multiple regression analysis and coefficient of determination with calculations using SPSS version 20.0. Research results sourced from data processing show a positive relationship between the variables of Motivation, Work Discipline and Work Experience to Work Performance of UNPRI's Staff. From the analysis it was found that partially the influence of Motivation, Work Discipline and Work Experience to Work Performance of UNPRI's Staff each amounted to 13,8\%; 9,7\% dan 15,4\%. Simultaneously the effect of Motivation, Work Discipline and Work Experience on the performance of UNPRI's Staff was 38,90\% and the rest was influenced by other variables not proposed in this study.

Keywords: Work Discipline, Work Performance, Motivation and Work Experience

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INTRODUCTION

Universitas Prima Indonesia (UNPRI) is one of the private universities under the coordination of the Ministry of Education and Culture of the Republic of Indonesia (Kemendikbud RI) and LLDIKTI Region I North Sumatra which has 8 faculties and 40 study programs it manages. In this academic year, at least UNPRI has more than 10,000 active students. The number of staff in the Prima Indonesia University is spread in several fields which include Rectorate Administration staff, Faculties, Libraries, and Security. The role of tendik in a university has a very large influence on the course of the educational process.

Based on the preliminary results of research at Prima Indonesia University obtained based on data from the Bureau of General Administration, it was found that Universitas Prima Indonesia has 234 staff with backgrounds from different individual characteristics, education, and work experience as shown in Table 1.1.

Table 1.1 Total Employee Data of Universitas Prima Indonesia

<table>
<thead>
<tr>
<th>Department</th>
<th>Sum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rectorate</td>
<td>52</td>
</tr>
<tr>
<td>Faculty</td>
<td>159</td>
</tr>
<tr>
<td>Library</td>
<td>7</td>
</tr>
<tr>
<td>Security</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>234</strong></td>
</tr>
</tbody>
</table>

Source: General Administration Bureau Data 2022

Performance appraisal is very useful for determining policies in the promotion of positions or the determination of rewards. Performance appraisal spurs on a formal and structured system used to measure, assess and influence traits related to work. According to Mangkunegara (2017, p. 10), performance evaluation must go through an assessment that is carried out systematically to find out the results of employee work and organizational performance.

Based on the preliminary results of research at Universitas Prima Indonesia, it was found that UNPRI's ranking has increased in the General and Cluster Rankings. This shows that the performance of the entire academic community, including Tendik, has not been maximized. This can be seen in Table 1.2.

Table 1.2 Results of the Indonesian Higher Education Rankings for 2021-2022.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Year</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indonesian</td>
<td>600</td>
<td>587</td>
<td></td>
</tr>
<tr>
<td>World</td>
<td>17.98</td>
<td>116.38</td>
<td></td>
</tr>
<tr>
<td>Cluster</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

Source: Webometrics in 2022

Based on the preliminary results of research at Universitas Prima Indonesia, which was found to be motivation, work discipline and work experience of Tendik is still relatively low, this can be seen from Tendik who seems less motivated at work. This is due to the lack of attention of superiors to the results of their work so that this results in tendik not wanting to improve their performance. In addition, efforts to increase motivation are still carried out in regular weekly meetings, holding family gatherings every year, providing opportunities to continue their studies to tendik. From the point of view of work discipline, there are still many staff who attend late and the administrative process is relatively slow. And on the work experience side, the majority of staff at UNPRI are filled by people who have a relatively young age so that their work experience is still low, such as the use of library access that is still manual, has not been synchronized with the online system to find literature sources for students who want to get...
access to final project references and journals. From the description above, researchers are interested in researching and discussing this matter into a research object, the title proposed is: "The Influence of Motivation, Work Discipline and Work Experience on the Performance of Educational Personnel at Prima Indonesia University".

**LITERATURE REVIEW**

**Performance**
Performance is the result of achievement which is a behavior that can take the form of skills, abilities and skills that can support organizational achievement (Nur Aisyah, 2019).

**Performance Indicators**
Stephen P Robbins (2007:260) states that the indicators for measuring employee performance are:
- a. Working qualities
- b. Working quantity
- c. Working hours
- d. Cooperation
- e. Timeliness

**Motivation**
Motivation is the provision of driving force that creates a person's enthusiasm for work, so that they are willing to work together, work effectively, and be integrated with all their efforts to achieve satisfaction (According to Hasibuan, 2009).

**Motivation Indicators**
According to Siagian (2008, p. 138) the motivational indicators are as follows:
- a. Thrusters
- b. Desire
- c. Willingness
- d. Forming expertise
- e. Skills
- f. Obligation
- g. Purpose

**Past Research**
The results of the previous research conducted by Indrarini (2009) with the title of the study, namely the Influence of Job Motivation and Job Satisfaction on the Performance of Lecturers of the Semarang City Private Academy. The results showed that job motivation and job satisfaction simultaneously had a positive and significant effect on the performance of private academy lecturers in the city of Semarang. Based on this, it can be concluded that motivation has a significant effect on performance.

**Work Discipline**
Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations and applicable social norms (according to Sutrisno, 2019).

**Work Discipline Indicators**
According to Rivai (in Yusrab, 2018), indicators for measuring work discipline, namely:
- a. Timeliness.
- b. Utilization of means.
- c. Work responsibilities.
- d. Observance of agency rules.

**Past Research**
The results of research conducted by Ni Luh Sekartini (2016), show that work discipline has a positive and significant effect on performance. This means that if the employee's work discipline is getting better, the employee's performance will be better, but it significantly affects the increase in employee performance. Based on this, it can be concluded that work discipline has a significant effect on employee performance.

**Work Experience**
Employee work experience is an illustration of the level of mastery of knowledge and skills possessed by an
employee in work that can be measured from the length of service and type of work of the employee (Pitriyani and Abd. Halim, 2020).

**Work Experience Indicators**
There are several indicators of work experience proposed by Foster (in Indra Basari, 2013), namely:
- a. Length of time / length of service.
- b. The level of knowledge possessed.
- c. Mastery of work and equipment.
- d. The level of skill possessed.

**Past Research**
The results of a study conducted by Yuliana Br Berutu (2019) with the title of the study, namely the Influence of Work Experience, Knowledge and Motivation on Employee Performance at PT. Laot Bangko Kec. Penanggalan Kota Subulussalam The results showed that there is an influence between work experience on the performance of PT. Laot Bangko, Penanggalan District, Subulussalam City. Based on this, it can be concluded that work experience has a positive and significant effect on employee performance.

**Conceptual Framework**
Based on the data obtained from the results of previous studies, it can be concluded that the conceptual framework in this study is as follows:

![Conceptual Framework](image)

**Research Hypothesis**
Based on the limitations and formulation of the problems that have been previously stated, the hypotheses of this study are:
1. Motivation has a significant effect on the performance of Staff at Universitas Prima Indonesia.
2. Work Discipline has a significant effect on the performance of staff at Prima Indonesia University.
3. Work Experience has a significant effect on the performance of staff at Universitas Prima Indonesia.
4. Motivation, Work Discipline and Work Experience have a significant effect on the performance of staff at Universitas Prima Indonesia.

**METHOD**

**Research Approach**
The approach in this study is to use an associative approach, the associative approach is an approach where to find out that there is a relationship or influence between the two variables (free variables and bound variables).

**Research Place and Time**
The research was conducted at Universitas Prima Indonesia. Meanwhile, the research time was conducted from February 2022 to June 2022.

**Population and Sample**

**Population**
According to Sugiyono (2012, p. 57), Population is the total number of units of analysis to be studied that have a certain quantity (number) and characteristics applied by the researcher to be studied. There is also a conclusion that the population of this study is all staff at Prima Indonesia University which amounts to 234 people.

**Sample**
According to Sugiyono (2012, p. 115), the sample is a portion of the total population and the characteristics possessed by that population. Determining the number of samples
from a population can use the slovin formula, which is a number of 148 staff at Prima Indonesia University.

**Data Collection Techniques**
The data collection techniques used in this study were interviews and questionnaires using a likert scale.

**Validity Test**
This validity test is carried out with the aim of analyzing whether the contents of the questionnaire items compiled are really appropriate to measure the validity or validity of a variable used in the study. According to Imam Ghozali (2005, p. 45), a significant test was performed to compare the calculated $r$ value with the table's $r$ value. If $r$ count is greater than $r$ of the table and the value is positive, then the item of the question or indicator is declared valid.

**Reliability Test**
Reliability testing was performed using Cronbach Alpha. According to Imam Ghozali (2005, p. 47) it says reliable when the Alpha result > 0.6.

**Data Analysis Techniques**
The analytical technique used in this study is associative research data analysis, which is research conducted to find the influence between one variable and another and then draw conclusions from the test.

**Multiple Linear Regression**
Linear regression analysis is used to determine the effect of free variables on bound variables.

**Test of Classical Assumptions**
The use of the Classical Assumption Model Test used includes:

**Data Normality Test**
The normality test aims to test whether in the regression model, the variables $X_1$, $X_2$, $X_3$ and variable $Y$ have a normal distribution. According to Ghozali (2005), there are two ways to detect whether residual distribution is normal or not, namely by graph analysis and statistical tests. Graph analysis by looking at the histogram and normal plot while statistical analysis was carried out using the Kolmogorov-Smirnov non-parametric statistical test.

**Multicollinearity Test**
The multicollinearity test aims to test whether the regression model found a correlation between free (independent) variables. A good regression model should not have any correlation between independent variables. To find out whether or not there is multicollinearity, it can be seen from the VIF value, if the VIF number does not exceed 4 or 5, there is no multicollinearity.

**Heteroskedasticity Test**
The heteroskedasticity test aims to test whether in the regression model there is a variance inequality from the residuality of one observation to another. To detect the presence or absence of heteroskedasticity is carried out by looking at the Plot Graph and Glesjer Test (Ghozali, 2005).

**Hypothesis Testing**
**T test (Partial Test)**
Statistical test $t$ is performed to test whether or not the free variable (X) has a significant relationship to the bound variable (Y). The test criteria are carried out When the count is smaller than the table ($t_{\text{count}} < t_{\text{table}}$) then $H_0$ is accepted, and $H_a$ is rejected. But if on the contrary, if $t_{\text{count}}$ is greater than $t_{\text{of}}$
the table \( t_{\text{counts}} > t_{\text{of the table}} \) then \( H_a \) is accepted.

**F Test (Simultaneous Test)**

To test the significance of the coefficient of multiple correlation. The test criteria are said to be Insignificant if \( H_0 \) is accepted and \( H_a \) is rejected when \( F_{\text{calculates}} < F_{\text{of the table}} \) and \( -F_{\text{counts}} > -F_{\text{of the table}} \) and it is said to be Significant if \( H_0 \) is rejected and \( H_a \) is accepted when \( F_{\text{counts}} > F_{\text{of the table}} \) and \( -F_{\text{calculates}} < -F_{\text{table}} \).

**Coefficient of Determination Analysis (R\(^2\))**

Analysis of the coefficient of determination is to find out how large the percentage that can be explained is the variables of competence, training and motivation towards performance.

**RESULTS AND DISCUSSION**

**Validity and Reliability Test**

**Validity Test**

A validity test is a measure that shows the degree of validity or validity of an instrument. Validity tests are used to measure the validity or invalidity of a questionnaire. Significance tests are carried out using r tables. If \( r \) counts greater than \( r \) of the table and the value of \( r \) is positive then the statement is said to be valid. Based on the results of the study, the value of \( r \) counted \( > \) from the \( r \) table for all statement items on each variable so that it is stated that the questionnaire used is valid.

**Reliability Test**

Reliability refers to one understanding that an instrument is trustworthy enough to be used as a data collection tool because the instrument is good, so it is able to reveal reliable data. Reliability is actually a measuring instrument for measuring a questionnaire that is an indicator of a variable or construct. A construct or variable is said to be reliable if it gives a *Cronbach Alpha* value \( > 0.60 \). Based on the results of the study obtained *Cronbach Alpha* values for each of the variables of motivation, work discipline, work experience and performance of 0.823 ; 0.864 ; 0.722 and 0.910, respectively. The *Cronbach Alpha* value obtained \( > 0.60 \) so it can be said that the questionnaire used is reliable.

**Overview of Research Respondents Characteristics of Respondents**

The respondents in this study were UNPRI Staff. The questionnaire was given to UNPRI Staff and obtained by respondents who filled out the questionnaire as many as 148 Tendik from the total population of 234 Tendik. The characteristics of respondents are divided into 4 parts, namely age, gender, level of education, length of service. Based on appendix 11, it can be seen that the respondents studied mostly had the age of 21-30 years, namely 122 people (82%), the female sex was 83 people (56%), the S1 education level was 126 people (85%) and the working period of \( < 5 \) years was 82 people (55%).

**Distribution of Respondents’ Answers**

The description of variables in the descriptive statistics used in this study includes the minimum, maximum, total number, average and standard deviation values of 1 (one) dependent variable, namely performance and 3 (three) independent variables, namely Motivation, Work Discipline and Work Experience.

**Research Data Analysis**

The results of data processing with SPSS on the influence of variables Motivation \( (X_1) \), Work Discipline \( (X_2) \) and Work Experience \( (X_3) \) on
Performance (Y) can be seen using classical assumption tests, namely:

**Normality Test**

Normality test to see whether in the regression model, its dependent and independent variables have a normal distribution or not. If the data spreads around the diagonal line and follows the direction of the diagonal line then the regression model meets the assumption of normality.

Based on the results of data processing using SPSS data version 20.0, the results of the normality test using the *P*-Plot method were obtained as shown in figure 3.1.

![Figure 3.1 Normality Test Results Using the P-Plot Method](image)

Figure 3.1 shows that the points have formed and followed the direction of the diagonal lines in the figure, thus it can be stated that the data has been normally distributed.

In addition, the basis for decision making in the normality test can be done through the Kolmogrov-Smirnov (K-S) non-parametric statistical test, namely by looking at the value in the Asimp column. Sig (2-tailed) > level of significant (α = 5%). The results of the Kolmogrov-Smirnov (K-S) non-parametric statistical test can be seen in table 3.1.

<table>
<thead>
<tr>
<th>Table 3.1 Kolmogrov-Smirnov Non-Parametric Statistical Test Results (K-S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>( N )</td>
</tr>
<tr>
<td>Normal Parameter</td>
</tr>
<tr>
<td>Std. Deviation</td>
</tr>
<tr>
<td>Max. Extreme Differences Positive</td>
</tr>
<tr>
<td>Negative</td>
</tr>
<tr>
<td>Kolmogrov-Smirnov Z</td>
</tr>
<tr>
<td>Asymp. Sig (2-tailed)</td>
</tr>
</tbody>
</table>

Based on the results of data processing in Table 3.1, the Asymp value was obtained. Sig. (2-tailed) by 0.102. Because of the value of Asymp. Sig. (2-tailed) greater than 0.05, then it can be concluded that the regression model meets the assumption of normality.

**Multicollinearity Test**

The Multicollinearity test aims to test whether the regression model found a strong correlation between independent variables by looking at the VIF (variance variance inflation factor) value not exceeding 4 or 5. (Hines and Montgomery in Azuar Juliandi 2013).

When viewed in table 3.2, it is known that the variables motivation (X1), work discipline (X2) and work experience (X3) have been freed from multicollinearity where each VIF value < 4 or 5, namely: 2.126; 1.890 and 2.112.

**Heteroskedasticity Test**

The heteroskedasticity test aims to test whether in the regression model there is a variance discomfort from the residual observation of one to the observation of the other. If the residual variance of another observation remains then it says homocheasticity.
and if the variance is different it is said to be heteroskedasticity. A good model is that heteroskedasticity does not occur.

Multiple Linear Regression

Regression analysis is structured to look at the relationships built up between the research variables, whether the built-up relationships are positive or the relationships are negative. Based on the results of the data processing that has been carried out, it can be seen that the relationship model of multiple linear regression analysis can be seen in table 3.4.

Table 3.4 Results of Multiple Linear Regression Analysis.

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Correlations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>9.479</td>
<td>2.089</td>
<td>3.509</td>
<td>0.02</td>
<td></td>
</tr>
<tr>
<td>Motivation</td>
<td>0.208</td>
<td>0.092</td>
<td>0.416</td>
<td>0.68</td>
<td>0.222</td>
</tr>
<tr>
<td>Discipline</td>
<td>0.011</td>
<td>0.048</td>
<td>0.222</td>
<td>0.20</td>
<td>0.166</td>
</tr>
<tr>
<td>Experience</td>
<td>0.016</td>
<td>0.062</td>
<td>0.270</td>
<td>0.44</td>
<td>0.340</td>
</tr>
</tbody>
</table>

Based on table 3.4, a research model can be compiled with the following regression equation:

\[ Y = 9.479 + 0.268X_1 + 0.177X_2 + 0.312X_3 \]

The multiple regression equation model means:

a. The Constant value of 9.479 which means that if the independent variables namely Motivation (X₁), Work Discipline (X₂) and Work Experience (X₃) are equal to zero, then performance (Y) is 9.479.

b. The value of the regression coefficient X₁ = 0.268 indicates that if the motivation increases by 100%, it will increase the performance of UNPRI Staff by 26.8%. The amount of motivational influence on the performance of UNPRI Staff is 13.8% (the result of multiplication of Beta and Zero-order values), which means that the contribution of motivation to the performance of UNPRI Staff is 13.8% as a result of motivation variable indicators (X₁)
and beyond that it is likely to be influenced by variables that are not included in this study. This can be seen from the standardtdied coefficients in table 3.4.

c. The value of the regression coefficient $X_2 = 0.177$ indicates that if work discipline increases by 100%, it will increase the performance of UNPRI Staff by 17.7%. The magnitude of the influence of work discipline on the performance of UNPRI Staff is 9.7% (the result of the multiplication of Beta and Zero-order values), which means that the contribution of work discipline to the performance of UNPRI Staff is 9.7% as a result of indicators of work discipline variables ($X_2$) and beyond that it is likely to be influenced by variables that are not included in this study. This can be seen from the standardtdied coefficients in table 3.4.

d. The value of the regression coefficient $X_3 = 0.312$ shows that if the work experience increases by 100%, it will increase the performance of UNPRI Staff by 31.2%. The amount of work experience on the performance of UNPRI Staff is 15.4% (the result of multiplication of Beta and Zero-order values), which means that the contribution of work experience to the performance of UNPRI Staff is 15.4% as a result of indicators of work experience variables ($X_3$) and beyond that it is likely to be influenced by variables that are not included in this study. This can be seen from the standardtdied coefficients in table 3.4.

Hypothesis Test
Partial Test (T test)

Statistical test t is performed to test whether the free variable (X) individually has a significant or not influence on the bound variable (Y).

Table 3.5 Partial Test Results (t Test)

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficient</th>
<th>Standardized Coefficient</th>
<th>t</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>0.479</td>
<td>2.917</td>
<td>3.208</td>
<td>0.002</td>
</tr>
<tr>
<td>Motivation</td>
<td>0.063</td>
<td>0.061</td>
<td>0.05</td>
<td>0.960</td>
</tr>
<tr>
<td>Discipline</td>
<td>0.312</td>
<td>0.312</td>
<td>2.70</td>
<td>0.007</td>
</tr>
<tr>
<td>Performance</td>
<td>0.489</td>
<td>0.489</td>
<td>3.13</td>
<td>0.002</td>
</tr>
</tbody>
</table>

The Effect of Motivation on Performance

Based on table 3.5, it can be seen that the motivation variable ($X_1$) has a significance value of 0.001 smaller than 0.05, meaning that motivation has a significant effect on the performance of UNPRI Staff. The effect of motivation ($X_1$) on performance ($Y$) obtained a calculated value of $3.370 > t_{table 1.971}$ with a probability of Sig 0.001 less than $\alpha = 0.05$. It can be concluded that partial motivation has a significant influence on the performance of UNPRI Staff. This is in line with the results of previous research, namely Indriani (2009) which showed that motivation affects performance.

The Effect of Work Discipline on Performance

Based on table 4.15, it can be seen that the work discipline variable ($X_2$) has a significance value of 0.015 less than 0.05, meaning that work discipline has a significant effect on the performance of UNPRI Staff. The effect of labor discipline ($X_2$) on performance ($Y$) obtained a calculated value of $2.449 > t_{table 1.971}$ with a probability of Sig 0.015 less than $\alpha = 0.05$. It can be concluded that partial work discipline has a significant
influence on the performance of UNPRI Staff. This is in line with the results of previous research, Namely Teguh Prasetyo (2019) which shows that work discipline affects performance.

**The Effect of Work Experience on Performance**

Based on table 3.5, it can be seen that the work experience variable (X3) has a significance value of 0.000 less than 0.05, meaning that work experience has a significant effect on the performance of UNPRI Staff. The effect of work experience (X3) on performance (Y) obtained a calculated value of 3.647 > t tabel 1.971 with a probability of Sig 0.000 less than α = 0.05. It can be concluded that partial work experience has a significant influence on the performance of UNPRI Staff. This is in line with the results of previous research, namely Yuliana Br Berutu (2019) which shows that work experience affects performance.

**Simultaneous Test (F Test)**

Statistical test F (simultaneous) is performed to find out whether the free (independent) variables together have a significant effect or not on the bound (dependent) variables. Simultaneous test results can be seen in table 3.6.

Table 3.6 Simultaneous Test Results (Test F)

Based on 3.6, it can be seen that there is a significance value of 0.000 less than α = 0.05. This shows that motivation, work discipline and work experience together have a significant effect on the performance of UNPRI Staff. When compared the value of Fhitung with Ftabel, which is 45.240 > 2.65, it can be concluded that motivation, work discipline and work experience together have a significant effect on the performance of UNPRI Staff.

**Coefficient of Determination Analysis (R²)**

The coefficient of determination test is carried out to see how big the variables of motivation, work discipline and work experience are in explaining the variations in the dependent variable, namely performance. The results of the coefficient of determination test can be seen in table 3.7.

Table 3.7 Coefficient of Determination Test Results

Based on table 3.7, it is known that the value of Rsquare is 0.389 or equal to 38.90%. This means that motivation, work discipline and work experience are able to explain the performance of UNPRI Staff by 38.90% and the remaining 61.10% is explained by other free variables that are not included in this research model.

**CONCLUSION AND SUGGESTIONS**

**Conclusion**

Based on the results of research and discussions conducted by researchers regarding the influence of motivation, work discipline and work experience on the performance of UNPRI Staff, the following conclusions can be drawn:

1. Motivation partially has a significant effect on performance and the
amount of motivational influence on the performance of UNPRI Staff is 13.8%.

2. Work discipline partially has a significant effect on performance and the magnitude of the influence of work discipline on the performance of UNPRI Staff by 9.7%.

3. Work experience partially has a significant effect on performance and the amount of influence of work experience on the performance of UNPRI Staff is 15.4%.

4. Motivation, work discipline and work experience simultaneously have a significant effect on performance. The magnitude of the influence of motivation, work discipline and work experience is able to explain the performance of UNPRI Staff by 38.90% and the remaining 61.10% is explained by other free variables that are not included in this research model.

**Suggestion**

Based on the above conclusions, then in this case the author can suggest the following:

1. Given that motivation has an influence on performance, motivation should really be considered.

2. The work discipline given can be a more directed and regular staff job.

3. Work experience is the basic capital of a staff in carrying out their duties, increasing the staff's work experience will have a good impact on Universitas Prima Indonesia.

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