The Effect Of Maslow's Motivation Theory And Work Discipline On The Performance Of Asn In The Regional Governments Of Coastal Barat Regency

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Abstract.
Constraints that often arise from the condition of ASN resources in the Pesisir Barat Regency Government are:The existing ASN is more dominated by contract workers compared to Civil Servantsand there are still many ASN placements that are not in accordance with their expertise. This study discusses the influence of Maslow's theory of motivation and work discipline on the performance of ASN in the Pesisir Barat Regency Government. The method used in this research is a descriptive research method with a quantitative approach with the aim of describing it systematically and in accordance with the facts to be investigated by collecting data, processing and analyzing data in hypothesis testing. This study discusses 2 (two) main problems. The first hypothesis is that work motivation has a significant and positive effect on the performance of ASN in Pesisir Barat Regency. The second hypothesis is that work discipline has a significant and positive effect on the performance of ASN in Pesisir Barat Regency. The results showed that the significance value of the work motivation variable t was 0.002, meaning that the First Hypothesis was accepted or in other words there was a significant influence between one independent variable of work motivation on the dependent variable of performance. For the significance value of work discipline variable t 0.000, it means that the second hypothesis is accepted or in other words there is a significant influence between one independent variable work discipline on the dependent variable performance.

Keywords: *Maslow's Theory of Motivation, Work Discipline, ASN Performance*

I.   INTRODUCTION

The development planning achieved by the local government requires good resources. Human resources are one of the most important factors in managing an organization, improving the ability and experience of employees in carrying out tasks and functions that must be managed effectively. Using resources is one way an organization can achieve its previously set goals and mission. In other words, good human resource management in an organization depends on the experience and skills of employees or employees who work in the organization and becomes one of the determining factors for the success and decline of the organization.The level of compliance and work motivation of ASN is one of the important issues that affects the level of compliance and motivation of ASN work, besides that in the Regional Government system, the weakness of the reward and punishment system is one of the important issues that affect it. According to Dessler, employee performance is the actual achievement of an employee compared to the expected performance of the employee.[1] Meanwhile, according to Robbins, performance is the result of the work of the individual employee himself or the work achieved by a group or a work team within the organization.[2] According to Nawawi, motivation is an impulse or cause for someone to do something, motivation can also mean a condition that encourages someone to do something consciously.

[3] Motivation can be developed by creating conditions for the fulfillment of employee needs. By finding the basic needs of an employee such as physical, psychological, mental, security, and economic needs. Another factor that affects employee performance is the provision of rewards for employees, including incentives.When organizations provide incentives that are not commensurate with employee performance or sacrifice, the quality of employee work decreases, employees tend to do work without motivation, and in the end, even if they are not motivated. Work the way you want with clear work goals. According to Mangkunegara, incentives are:a form of motivation that is expressed in the form of money on the basis of high performance and

is also a sense of recognition from the organization on employee performance and contributions to the organization.[4]Therefore, incentives can also be described as rewards for employees or employees who have completed tasks. By providing good and right incentives, an organization can maintain positive employee performance and achieve the goals set by the organization, as stated in the organization's vision and mission. The right incentives can also improve employee discipline. To improve the discipline of the Government of the Republic of Indonesia for ASN, the government has enacted rules regarding the discipline of civil servants starting with Government Regulation Number 11 of 1952 concerning work penalties and Government Regulation Number 6 of 1974 concerning restrictions on civil servant activities. bottom . Private sector. The latest is the issuance of Government Regulation Number 53 of 2010 concerning Civil Servant Discipline.

Based onPresidential Regulation Number 7 of 1999, the performance accountability system of government agencies is an integrated system of planning, budgeting, and performance reporting that is in line with the implementation of the financial accountability system. In this case, all organizations must record and report all use of government funds and compliance with applicable regulations. In the 2019 SAKIP assessment, the West Pesisial Regency Government has written to the Deputy Secretary for Bureaucratic Reform, Accountability and Device Oversight Number B/503/AA.05/2019 dated December 30, 2019 regarding the report. . Pesisir Regency Government Performance Accountability Assessment in 2019 when the government accepted WestCC (Medium).Description of the Regional Apparatus Organization of the Pesisir Barat Regency in accordance with the Regulation of the Regent of Pesisir Barat Number 50 of 2017 concerning the Second Amendment to the Regulation of the Regent of Pesisir Barat Number 45 of 2016 concerning the Organizational Structure and Work Procedure of the Pesisir Barat Regency Up to 30 Regional Apparatus Organizations (OPD) and 11 Regional Apparatuses . According to data from the Regional Personnel Agency of Pesicir Barat Regency as of December 2020 there were 5,404 ASN, of which 2,289 functional and structural employees and 3,115 contract employees. In the composition of the number of ASN in Pesicir Barat Regency, we can see that Pesicir Regency still lacks personnel, especially civil servants, so that there are more contract workers than civil servants.

Fig 1.1 Composition of ASN in Pesisir Barat Regency Government

Constraints that often arise from the condition of ASN resources in the Pesisir Barat Regency Government include:

1. The existing ASN is dominated by contract workers compared to Civil Servants.
2. The existing ASN is more dominated by Group III, while the ASN Group II that can help the smooth implementation of tasks is very less.
3. Existing ASN have a variety of educational backgrounds, but there are still few who have an educational background in planning which is a supporting function in regional development that synergizes with central and regional development and there are still many ASN placements that are not in accordance with the skills they have.

ResultsAssessment of Performance Responsibilities of the Pesisir Barat Regency Government in 2020 based on the letter of Plt. Deputy for Bureaucratic Reform, Accountability, and Supervision of the Ministry of National Machinery Empowerment and Bureaucratic Reform of the Republic of Indonesia, number

B/309/AA.05/2021, dated March 31, 2021, addressed to the Government of West Pessil Regency. predicate CC 51.10.

II.   METHODS

Research design

The method used is a descriptive research method with a quantitative approach with the aim of describing it systematically and in accordance with the facts to be investigated by collecting data, processing and analyzing data in hypothesis testing. Quantitative data is calculated based on the value or score given by the respondent to the answers to the questions in the questionnaire. The source of data in the research to be studied is primary data. Primary data is data obtained directly from the source or the place where the research is carried out.[5]

Population and Research Sample

Menurut Menurut Sugiyono, populasi adalah wilayah generalisasi yang terdiri atas, obyek atau subjek yang mempunyai kuantitas dan karakteristik tertentu yang ditetapkan oleh peneliti untuk dipelajari dan kemudian ditarik kesimpulannya.[6] Sedangkan Sampel adalah wakil atau sebagian dari populasi yang memiliki sifat dan karakteristik yang sama bersifat representatif dan menggambarkan populasi sehingga dianggap dapat mewakili semua populasi yang diteliti. Sampel adalah bagian dari populasi.[5]

Teknik Pengumpulan Data

Kuisioner

Kuesioner adalah daftar pertanyaan tertulis yang dirumuskan sebelumnya dan akan dijawab oleh responden (Sekaran, 2010).[5] Kuesioner atau angket adalah teknik pengumpulan data dengan cara mengajukan pertanyaan untuk dijawab oleh responden, biasanya secara tertulis.

Wawancara

Interviews were conducted by means of question and answer with respondents or informants to obtain information needed for research. Interviews are used to explore information or subjective perceptions of informants related to the topic to be studied.

Research variable

According to Sugiyono, the research variable is an attribute or trait, the value of a person, object or activity that has a certain variation determined by the researcher to be studied and conclusions drawn.[6]

Independent Variable (Independent)

The independent variable is the variable that is seen as the cause of the emergence of the dependent variable which is thought to be the result. The independent variables in this study include: Motivation according to Robbins and Timothy that "Motivation is a process that starts with a physiological deficiency or need that activates behavior or drives that at a goal or incentive".[7] Sutrisno revealed that work discipline is management actions to encourage awareness and willingness of its members to comply with all predetermined rules and social norms that apply voluntarily.[8]

Bound Variable (Dependent)

According to Yusniar Lubis, Bambang Hermanto & Emron Edison, performance is the result of a process that refers and is measured over a certain period of time based on pre-determined provisions, standards or agreements..[9]

Hypothesis testing

F Uji test

The F test is known as Simultaneous Test or Model/Test testAnova, which is a test to see how the effect of allvariablejointly independent of the dependent variable. Or to test whether the regression model that we make is good/significant or not good/non-significant (Sig.). With a significance level of 5%.

T Uji test

PeThis test aims to show how far the influence of one independent variable individually in explaining the variation of the dependent variable with a significance level of 5%

III.   RESULTS AND DISCUSSION
3.1   Descriptive Analysis Results

In the following, respondents' answers to each question item in each indicator on each research variable are presented. The answers obtained were analyzed descriptively with the aim of obtaining an overview of respondents' perceptions of the influence of Maslow's theory of motivation, and work discipline on the performance of ASN in the Pesisir Barat Regency Government.

Table 1. Table of Average Values Per Indicator of Motivation Variables

No	Indicator	Average Total Score	Average Answer of Each Respondent
1	Physiological	958,17	3.71
2	Security	920	3.57
3	Social	997.8	3.87
4	Award	937.6	3.63
5	Self-actualization	1009.6	3.91

From the table above, the motivation variable indicator with the highest average value is for the self-actualization indicator with a value of 1009.6 and the average answer for each respondent is 3.91, while the indicator with the lowest average value is the security indicator with a value of 920. with an average answer per respondent of 3.57 this means that the self-actualization indicator has a considerable influence on increasing employee motivation.

3.2   Results of Motivational Variables Physiological Needs Indicators

1.   The organization really cares about the welfare of every employee. Respondents' opinions about the organization being very concerned about the welfare of each employee can be seen from the following table:

Table 2. Respondents' Opinions About Organizations That Really Care About
Welfare of every employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Don't agree	7	2.7	2.7	2.7
	Neutral	63	24.4	24.4	27.1
	Agree	136	52.7	52.7	79.8
	Strongly agree	52	20.2	20.2	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutthe organization really cares about the welfare of each employee produces the following results: 52 respondents or 20.2% stated strongly agree, 136 respondents or 52.7% of respondents agreed, 63 respondents or 24.4% of respondents stated neutral, and 7 respondents or 2 ,7% of respondents said they did not agree. From the results of the tabulation of this question, we can see that the majority of respondents, amounting to 52.7%, agreed that the organization really cares about the welfare of each of its employees.

2.   The income received, salary and allowances/incentives have met the basic needs of each employee.Respondents' opinions about the income received, salary and allowances/incentives have met the basic needs of each employee can be seen from the following table:

Table 3. Respondents' Opinions on Income Received, Salaries and Allowances/Incentives Have Sufficiently
Sufficient Basic Needs for Each Employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	1.2	1.2	1.2
	Don't agree	54	20.9	20.9	22.1

	Neutral	61	23.6	23.6	45.7
	Agree	109	42.2	42.2	88.0
	Strongly agree	31	12.0	12.0	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutThe income received, salary and allowances/incentives have met the basic needs of each employee resulting in the following results: 31 respondents or 12.0% stated strongly agree, 109 respondents or 42.2% respondents agreed, 61 respondents or 23.6% respondents declared neutral, 54 respondents or 20.9% of respondents said they did not agree and 3 respondents or 1.2% stated strongly disagree. From the results of the tabulation of this question, we can see that the majority of respondents, namely 42.2%, agreed that the income received, salary and allowances/incentives had met the basic needs of each employee.

3.   The organization provides salaries and allowances/incentives to each employee on time. Respondents' opinions about the organization providing salaries and allowances/incentives to each employee on time can be seen from the following table:

Table 4. Respondents' Opinions About Organizations Providing Salaries and Allowances/Incentives To Each Employee On Time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Don't agree	26	10.1	10.1	10.1
	Neutral	44	17.1	17.1	27.1
	Agree	128	49.6	49.6	76.7
	Strongly agree	60	23.3	23.3	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutthe organization provides salaries and allowances/incentives to each employee on time and produces the following results: 60 respondents or 23.3% stated strongly agree, 128 respondents or 49.6% respondents agreed, 44 respondents or 17.1% respondents stated neutral , 26 respondents or 10.1% of respondents said they did not agree. From the results of the tabulation of this question, we can see that the majority of respondents, namely 49.6%, agreed that the organization provides salaries and allowances/incentives to each employee on time.

4.   There is sufficient rest time for employees.Respondents' opinions about the organization providing rest time for each employee whether it is sufficient can be seen from the following table:

Table 5. Respondents' Opinion About Rest Time Given Enough for Employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Don't agree	5	1.9	1.9	1.9
	Neutral	62	24.0	24.0	26.0
	Agree	152	58.9	58.9	84.9
	Strongly agree	39	15.1	15.1	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutthe organization provides rest time for each employee whether it is sufficient to produce the following results: 39 respondents or 15.1% stated strongly agree, 152 respondents or 58.9% of respondents agreed, 62 respondents or 24% of respondents stated neutral, 5 respondents or 1 ,9% of respondents said they did not agree. From the tabulation results of this question, we can see that the majority of respondents, namely 58.9% agreed that the organization provides sufficient rest time for each employee.

5.   The Regional Government provides allowances/incentives according to the employee's workload.Respondents' opinion about the organization providing allowances/incentives according to the workload of employees can be seen from the following table:

Table 6. Respondents' Opinions About Organizations Giving
Allowances/Incentives According to the Employee's Workload

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	2.3	2.3	2.3
	Don't agree	48	18.6	18.6	20.9
	Neutral	63	24.4	24.4	45.3
	Agree	100	38.8	38.8	84.1
	Strongly agree	41	15.9	15.9	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutthe organization provides allowances/incentives in accordance with the employee's workload produces the following results: 41 respondents or 15.9% stated strongly agree, 100 respondents or 38.8% of respondents agreed, 63 respondents or 24.4% of respondents stated neutral, 48 respondents or 18.6% of respondents disagreed, and 6 respondents or 2.3% strongly disagreed. From the tabulation results of this question, we can see that the majority of respondents, namely 38.8%, agreed that the organization provides allowances/incentives according to the workload of employees, and if the organization does not do this, it will affect the work motivation of employees who have a high workload.

6.   The health insurance provided is quite good.Respondents' opinion about the organization providing health insurance is quite good, it can be seen from the following table:

Table 7. Respondents' Opinions about Organizations Providing Health Insurance are Good Enough

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	1.2	1.2	1.2
	Don't agree	10	3.9	3.9	5.0
	Neutral	58	22.5	22.5	27.5
	Agree	166	64.3	64.3	91.9
	Strongly agree	21	8.1	8.1	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutthe organization providing employee health insurance is good enough to produce the following results: 21 respondents or 8.1% stated strongly agree, 166 respondents or 64.3% of respondents agreed, 58 respondents or 22.5% of respondents stated neutral, 10 respondents or 3 ,9% of respondents said they did not agree, and 3 respondents or 1.2% stated that they strongly disagreed. From the results of the tabulation of this question, we can see that the majority of respondents, namely 64.3%, agreed that the organization providing employee health insurance was sufficient.

3.3   Tabulation Results of Work Discipline Variables

Table 8. Table of Average Values Per Indicator of Work Discipline Variables

No	Indicator	Average Total Score	Average Answer of Each Respondent
1	Level of Discipline towards Work Regulations	1025	3.97
2	Job Quantity	1016.25	3.94
3	Compensation needed	1035.5	4.01
4	Location	963.67	3.74
5	Conservation	1048	4.06

From the table above, the discipline variable indicator with the highest average value is for the conservation indicator with a value of 1048 and the average answer for each respondent is 4.06 this is related to employee integrity towards work, job confidentiality and job responsibilities. For the indicator with the lowest average value is the Location indicator with a value of 960.67 with an average answer per respondent of 3.74 this is related to the majority of employees who are not native to the Pesisir Barat Regency, so they return to

their home areas almost every week. which are mostly located around the Bandar Lampung area, this indirectly affects the level of employee discipline.

3.3.1   Results of Work Discipline Variables Indicators of Discipline Level towards Work Regulations

1.   Every employee comes and goes at the appointed time.

Respondents' opinions about each employee coming and going home on time can be seen from the following table:

Table 9. Respondents Opinion AboutEvery employee comes and goes right at the appointed time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Don't agree	22	8.5	8.5	8.5
	Neutral	47	18.2	18.2	26.7
	Agree	148	57.4	57.4	84.1
	Strongly agree	41	15.9	15.9	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents abouteach employee came and went right at the time that had been set yielded the following results: 41 respondents or 15.9% stated strongly agree, 148 respondents or 57.4% of respondents agreed, 47 respondents or 18.2% of respondents stated neutral, and 22 respondents or 8.5% of respondents disagreed. From the results of the tabulation of this question, we can see that the majority of respondents, namely 57.4%, agreed that each employee came and went home at the appointed time, this means that the level of employee discipline towards office hours is quite good.

2.   The government sets working hours for each employee.Respondents' opinion about the government setting working time for each employee can be seen from the following table:

Table 10. Respondents' Opinions AboutThe Government Sets Working Time For Each Employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	23	8.9	8.9	8.9
	Agree	157	60.9	60.9	69.8
	Strongly agree	78	30.2	30.2	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutthe government determines the working time for each employee produces the following results: 78 respondents or 30.2% stated strongly agree, 157 respondents or 60.9% of respondents agreed, and 23 respondents or 8.9% of respondents stated neutral. From the results of the tabulation of this question, we can see that the majority of respondents, namely 60.9%, agreed that the government set working hours for each employee.

3.   Employees do not leave the office during working hours except for work needs.Respondents' opinions about employees not leaving the office during working hours except for work purposes can be seen from the following table:

Table 11. Respondents Opinion AboutEmployees Don't Leave the Office During Working Hours Except for Work Needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	2.3	2.3	2.3
	Don't agree	14	5.4	5.4	7.8
	Neutral	41	15.9	15.9	23.6
	Agree	154	59.7	59.7	83.3
	Strongly agree	43	16.7	16.7	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutevery employee does not leave the office during working hours except for work needs to produce the following results: 43 respondents or 16.7% stated strongly

agree, 154 respondents or 59.7% respondents agreed, 41 respondents or 15.9% respondents stated neutral, 14 respondents or 5.4% of respondents disagreed, and 6 respondents or 2.3% of respondents stated strongly disagree. From the tabulation results of this question, we can see that the majority of respondents, namely 59.7%, agreed that every employee did not leave the office during working hours except for work needs, this shows the level of employee discipline regarding the duties and functions of employees is quite good.

4.   Employees wear uniforms in accordance with applicable regulations.Respondents' opinions about employees wearing uniforms in accordance with applicable regulations can be seen from the following table:

Table 12. Respondents' Opinion AboutEmployeeWearing
Uniforms According to Applicable Regulations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Don't agree	3	1.2	1.2	1.2
	Neutral	16	6.2	6.2	7.4
	Agree	176	68.2	68.2	75.6
	Strongly agree	63	24.4	24.4	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutemployees wearing uniforms in accordance with applicable regulations produced the following results: 63 respondents or 24.4% stated strongly agree, 176 respondents or 68.2% respondents agreed, 16 respondents or 6.2% respondents stated neutral, and 3 respondents or 1.2% of respondents disagree. From the tabulation results of this question, we can see that the majority of respondents, namely 68.2%, agreed that every employee wore uniforms in accordance with applicable regulations, only a small number of employees did not understand uniform discipline at work.

5.   Employees are subject to sanctions or reprimands for using uniform attributes that are not in accordance with the stipulated provisions.Respondents' opinions about employees being penalized or reprimanded in the use of uniform attributes that are not in accordance with the established provisions can be seen from the following table:

Table 13. Respondents' Opinion AboutEmployees are subject to sanctions or reprimands for the use of uniform attributes that are not in accordance with established provisions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	1.2	1.2	1.2
	Don't agree	10	3.9	3.9	5.0
	Neutral	46	17.8	17.8	22.9
	Agree	161	62.4	62.4	85.3
	Strongly agree	38	14.7	14.7	100.0
	Total	258	100.0	100.0	

From the results of the opinion of 258 respondents aboutemployees are subject to sanctions or warnings in the use of uniform attributes that are not in accordance with the provisions that have been set to produce the following results: 38 respondents or 14.7% stated strongly agree, 161 respondents or 62.4% of respondents agreed, 46 respondents or 17.8 % of respondents stated neutral, 10 respondents or 3.9% of respondents said they did not agree, and 3 respondents or 1.2% of respondents stated strongly disagree. From the tabulation results of this question, we can see that the majority of respondents, namely 62.4%, agreed that employees were subject to sanctions or reprimands for using uniform attributes that were not in accordance with the provisions as regulated by applicable regulations.

3.4   F . Test Results

Table 16. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.

1	Regression	6044,754	2	3022,377	175.352	.000a
	Residual	4395,187	255	17,236		
	Total	10439,942	257			

The F test is a test to see how the effect of all variable jointly independent of the dependent variable, then the test criteria are as follows:

1. If F count < F table or p-value > 0.05 then Ho is accepted and Ha is rejected, meaning that all independent variables together have no effect on the dependent variable.
2. If F count > F table or p-value < 0.05 then Ho is rejected and Ha is accepted, meaning that all independent variables have a joint effect.

From the table above, we can see that the probability value of the F-Statistic is 0.000, this means that Ho is rejected and Ha is accepted, meaning that all independent variables have a positive and significant effect on performance variables, this is in accordance with previous research.

3.5   T . Test Results

Table 17. F Test Results

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	15.547	2,472		6.289	.000		
	Work motivation	.110	.035	.177	3.106	.002	.510	1.960
	Work Discipline	.435	.040	.627	11.016	.000	.510	1.960

PeThis test aims to show how far the influence of one independent variable individually in explaining the variation of the dependent variable with a significance level of 5%, then the test criteria are as follows:

1. If the significance value of t < 0.05, then H0 is not supported, meaning that there is a significant effect between one independent variable on the dependent variable.
2. If the significance value of t > 0.05, then H0 is supported, meaning that there is no significant effect between one independent variable on the dependent variable.

From the table above, it is known that the significance value of the work motivation variable t is 0.002, meaning that there is a significant influence between one independent variable of work motivation on the dependent variable of performance. For the significance value of t work discipline variable is 0.000, it means that there is a significant influence between one independent variable of work discipline on the dependent variable of performance.

3.6   Discussion of Regression Analysis

The work motivation variable in this study is based on Maslow's theory of motivation, where in this theory the motivational factors are divided into 5 levels of indicators, namely physiological indicators, security indicators, social indicators, reward indicators and self-actualization indicators.Furthermore, according to the data collected by the researcher, it is known that the majority of respondents answered agree / strongly agree on all aspects in question. For the fulfillment of physiological indicators (physiological needs) indicate that employees have received salaries/incentives (pay and benefits) that are sufficient and can meet their basic needs. Likewise, the fulfillment of indicators of safety needs where ASN feels guaranteed their job security and safety at work. For the fulfillment of social needs or affiliation indicators, the data obtained indicate that the relationship between superiors and subordinates as well as fellow co-workers has been going well.In fulfilling the esteem needs indicators, the ASN indicates that the appreciation for ASN has achievements but can be increasedBy stimulating the work motivation of ASN, although the awards given are not always in the form of material, even verbal awards in the form of praise for ASN performance are believed to have an effect on ASN

work motivation.On the fulfillment of self-actualization needs indicators from respondents' answers compiled by researchers, we know thatsuggestions and criticisms can assist the process of monitoring and evaluation in the implementation of work tasks within the organization so that tasks can be completed properly.

IV.   CONCLUSION

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

4.1   F Test Results (Simultaneous Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6044,754	2	3022,377	175.352	.000a
	Residual	4395,187	255	17,236		
	Total	10439,942	257			

From the table above, we can see that the probability value of F-Statistics is 0.000, this means that Ho is rejected and Ha is accepted, meaning that all independent variables together have a positive and significant effect on performance variables or work motivation and work discipline have a significant and positive effect on performance. ASN in Pesisir Barat Regency.

4.2   T-Test Results (Partial Test)

Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	15.547	2,472		6.289	.000		
Work motivation	.110	.035	.177	3.106	.002	.510	1.960
Work Discipline	.435	.040	.627	11.016	.000	.510	1.960

From the table above, it is known that the significance value of the work motivation variable t is 0.002, meaning that there is a significant influence between one independent variable of work motivation on the dependent variable of performance. This means that H1: Work motivation has a positive and significant effect on employee performance. For the significance value of t work discipline variable is 0.000, it means that there is a significant influence between one independent variable of work discipline on the dependent variable of performance. This means that H2: Discipline has a positive and significant effect on employee performance.

V.   SUGGESTION

Based on the description in the previous chapter, some suggestions from researchers include the following:

1.   Statistics of Respondents Motivation Variables The Pesisir Barat Regency Government, especially the top level management, should pay more attention to awarding outstanding ASNs, whether material awards for example in the form of promotions to promotions or immaterial awards in the form of praise for ASN achievements. In this case, a harmonious relationship between superiors and subordinates as well as fellow co-workers will be able to increase comfort at work and can create a conducive work atmosphere.

2.   Statistics of Respondents for Work Discipline Variables, the Regional Government of Pesisir Barat Regency should provide a special dormitory or boarding house for their employees who live outside the region so that employees do not need to go home/home every week to their homes outside the Pesisir Barat Regency area, this is believed to be able to increase the level of employee discipline

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