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THE INFLUENCE OF COMPENSATION, WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

Nadia Ika Purnama[1*], Novien Rialdy[2]
[1,2] Universitas Muhammadiyah Sumatera Utara
Jl. Kapten Mukhtar Basri No. 3 Medan, Sumatera Utara Indonesia
***E-mail:** nadiaika@umsu.ac.id

ABSTRACT
Good employee performance will directly affect the company's performance. Human resources as actors who play an active role in driving the organization ini achieving its goals. The purpose of the study is to examine the effect of compensation, work discipline and work motivation on employee performance at PT. TIKI Jalur Nugraha Ekakurir (JNE) Amplas Trade Centre. Sampling is carried out using the Cluster Random Sampling method, sampling using this method is carried out based on certain groups/areas. The sample size was determined in the outbound section of 50 respondents. This study used a quantitative approach, this research data was obtained through questionnaires that have been distributed to respondents. The methods used are Multiple Linear Regression methods, Classical Assumptions, Persian Test, Simultaneous. Data processing in this study used statistical package social for sciences (SPSS26) software. The results show that compensation does not have a significant effect on the performance.
Keywords: The Effect of Compensation, Work Discipline, Work Motivation on Employee Performance

INTRODUCTION

In the current era of globalization, competition in the business world is increasingly fierce and companies need to optimize the company's resources, to achieve goals and maintain the company's existence and obtain high profitability. Therefore, companies need to pay attention to these factors so that employee performance can be optimized and company goals can be achieved (Fahmi, 2016). Each company has its own criteria for finding and employing someone according to the requirements they want. With business competition currently so tight, we realize that human resources are the main capital in a business. So the quality of the workforce must be developed well (Veithzal & Sagala, 2004). The company as a business activity unit can provide the best service and information for consumers and employees. A company must be able to provide information quickly, precisely and accurately so that consumers feel they are being served very well and each employee is expected to be able to package messages briefly without reducing the meaning contained in the message so that the contents of the message are conveyed well to consumers (Siagian, 2013). Productivity is the ability of employees to achieve certain tasks according to standards, completeness, cost and speed so that human resources are utilized efficiently and effectively. in an organization is very important to increase overall effectiveness and efficiency (Farisi et al., 2020). The low level of employee performance in a company can be seen from the amount of salary and allowances provided by the company with the large amount of work responsibilities carried out in addition to the level of attendance at work which is caused by a lack of employee work discipline and ineffective use of time in carrying out work which is also said to be low level of employee performance (Hasibuan & Silvya, 2019)

Based on the statement (Prayogi et al., 2019) states that human resource factors are tasked with controlling or handling other resources so that the success of company performance depends on the human element. Therefore, companies need to find ways so that employees can provide maximum performance for the company, one of the things that can improve employee performance is compensation, work discipline and motivation. According to (Bahagia et al., 2018) Compensation is a form that must be obtained as a reward for employee achievements in the organization. Compensation is an award given in return for the services, attention, hard work and skills provided by human resources to an organization in both financial and non-financial forms (Fachrezi H. & Khair H, 2020).

Then regarding work discipline, of course work discipline is an attitude that every employee must have because with employee obedience and obedience to all rules, employee performance will be able to improve. According to (J Jufrizen, 2018) work discipline can be seen as having great benefits, both for the interests of the organization and for employees. Work discipline is also a management action to encourage members to fulfill the demands of various provisions, according to (Astuti & Safitri, 2017) who stated that work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline can also affect the level of employee absenteeism, the deadline for completing work, and the quality of work results. If employees do not have good work discipline, it can reduce employee performance and have an impact on company performance in general. (Gaol J.L & Jimmy L, 2014) argue that motivation comes from every individual who is willing to do work according to organizational goals by paying attention to the individual's needs in a job with awareness and enthusiasm to achieve certain targets. Work motivation can also increase the morale of other workers in carrying out tasks to create conducive working conditions. This statement is supported by (Veithzal & Sagala, 2004) stating that motivation is an internal driving force that directs someone to do their job well in their work. High level employee performance will bring profits to the company. Performance improvement can be built through employee awareness of being disciplined in working by increasing the compensation given according to the achievement capacity achieved by the employee. This statement is supported by (Siagian, 2015) who states that discipline and compensation can improve employee performance which can increase company performance.

METHOD

The strategy used in this research is using an associative research strategy. According to (Sugiyono, 2017) associative research is a research problem formulation that asks about the relationship between two or more variables. The method used in this research is a survey method. The approach used in this research is a quantitative approach. According to (Juliandi et al., 2015) quantitative research is defined as a research method based on the philosophy of positivism. The location of this research was carried out at a company that operates as a logistics and goods expedition company, namely PT. Tiki Jalan Nugraha Ekakurir (JNE) Amplas Trade Center. The address is at Timbang Deli, Kec. Medan Amplas, Medan City, North Sumatra. The population in this study was 142 employees of PT. Tiki Jalan Nugraha Ekakurir (JNE) Amplas Trade Center. Meanwhile, sampling was carried out using the Cluster random sampling method, the number of employees was 142 people, so the number of samples taken was 50 respondents, taken from the total number of employees in the Inbound section, with the aim being that they wanted to know in this section what caused their performance to decline. The data collection technique used in this research is a questionnaire.

RESULT

The data analysis techniques used in this research are multiple linear regression tests, classical assumption tests, hypothesis tests and determinant coefficients.

Multiple linear regression method

The hypothesis proposed in this research is related to the influence of compensation variables, work discipline and work motivation on employee performance. The data analysis technique used to test the hypothesis is multiple linear regression. The following are the results of multiple linear analysis using the SPSS version 26 program.

Table 1 Multiple linear regression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,442	4,631		,527	,601
	Compensation	,103	,160	,102	,643	,523
	Work discipline	,153	,110	,180	1,390	,171
	Work motivation	,708	,149	,611	4,741	,000

a. Dependent Variable: Employee performance

SPSS version 26 data processing source

From the equation above it can be explained that :

Y = 2,442 + 0,103X1 + 0,153X2 + 0,708X3

Information

Y = Employee Performance

X1 = Motivation

X2 = Compensation

X3 = Work Discipline

From the equation above it can be explained that:

1) If the independent variables, namely compensation (X_1), Work Discipline (X_2), and Work Motivation (X_3) are constant or do not change (equal to zero) then employee performance (Y) is 2.442
2) The coefficient value is positive, indicating that the higher the value of the independent variable, the higher the employee's performance value
3) The regression coefficient value which is negative indicates that the higher the value of the independent variable, the lower the employee performance value
4) The coefficient X_1 = 0.103 shows that every time there is an increase in the compensation variable by one unit, employee performance will increase by 0.103.
5) The coefficient X_2 = 0.153 shows that every time there is an increase in the work discipline variable by one unit, employee performance will increase by 0.153.
6) The coefficient X_3 = 0.708 shows that every time there is an increase in the work discipline variable by one unit, it will increase employee performance by 0.708.

Multicollinearity Test

The multicollinearity test was carried out to determine the magnitude of the intercorrelation between the independent variables in this study. If correlation occurs, it is called a multicollinearity problem. To detect whether there is multicollinearity, you can look at the tolerance and VIF values. If the tolerance value is above 0.1 and the VIF value is below 10 then multicollinearity does not occur.

The results of the multicollinearity test for the regression model in this study are presented in table 2 below :

Table 2 Multicollinearity test results

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compensation	.287	3.480
	Work Discipline	.435	2.298
	Work Motivation	.438	

a. Dependent Variable: Employee Performance

SPSS version 26 data processing source

From the calculation results in the ulticollinearity test results table, the independent variable shows that the VIF value is less than 0.1 where the value is more than 10 so it can be concluded that it is free from multicollinearity

Heteroscedasticity Test

The heteroscedasticity test is carried out to determine whether in the regression model there is an inequality of variance from the residuals of one observation to another. To find out whether heteroscedasticity occurs or not in the regression model of this research, the analysis carried out is using an informal method. Informal methods for testing heteroscedasticity are the graphic method and the Scatterplot method. The basis for the analysis is as follows:

a) If there is a certain pattern, such as dots forming a regular pattern, then heteroscedasticity has occurred.
b) If there is no clear pattern and the points are spread out irregularly, then heteroscedasticity does not occur.

Hypothesis test

1) t test (partial test)

For t in this research it is used to determine the ability of each independent variable to influence the dependent variable. Another reason the t test is carried out is to test whether the independent variables individually have a significant relationship or not with the dependent variable (Y).

The decision making criteria are as follows:

a. If t_{hitun}g>t_{tabel} or -t_{hitung}<-t_t , then Ho is rejected because there is a significant correlation between variables x and y.

b. If $t_{hitung}\leq$ t_{tabel} or -$t_{hitung}\geq$-t_t , then Ho is accepted because there is no significant correlation between variables x and y.

Based on the results of data management with SPSS version 26.00, the t statistical test results were obtained as follows:

Table 3. Results of the t Statistical Test (Partial Test)

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	2.442	4.631		.527	.601
	Compensation	.103	.160	.102	.643	.523
	Work Discipline	.153	.110	.180	1.390	.171
	Work Motivation	.708	.149	.611	4.741	.000

a. Dependent Variable: Employee Performance

SPSS version 26 data processing source

The statistical test results in the table above can be explained as follows:

1. Compensation Variables.

The tcount value of Compensation = 0.643, then we get $t_{count}<t_{table}$ or 0.643<2.012, the significant value is 0.523>0.05, so H_o is accepted and H_a is rejected, which means that the Compensation variable (X_1) partially has no significant effect on employee performance.

2. Work Discipline Variable

The t_{count} value of work discipline = 1.390, so we get $t_{count}<t_{table}$ or 1.390<2.012, the significant value is 0.171>0.05, so H_o is accepted and H_a is rejected, which means that the Work Discipline variable (X_2) partially has no significant effect on employee performance.

3. Work Motivation Variables

The t_{count} value of work discipline = 4.741, so we get $t_{count}>t_{table}$ or 4.741>2.012, a significant value of 0.000<0.05, so H_o is rejected and H_a is accepted, which means that the work motivation variable (X_3) partially has a positive and significant effect on employee performance.

F Test (Simultaneous Test)

The F test or also called the simultaneous significant test is intended to see the overall ability of the independent variables, namely training and emotional intelligence, to be able to explain the behavior or diversity of the dependent variable, namely employee performance. The F test is also intended to find out whether all variables have a regression coefficient equal to zero. Based on the results of data processing with the SPSS version 26 program, the following results were obtained:

Table 4 F Test Results (Simultaneous)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	231.619	3	77.206	30.432	.000[b]
	Residual	116.701	46	2.537		
	Total	348.320	49			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), work motivation, work discipline, compensation

SPSS version 26 data processing source

From table 4 above can be seen that the f value is 135.307, then the sig value is 0.000

a. If $f_{hitung} > f_{tabel}$ or $-f_{hitung} < -f_t$, then Ho is rejected because there is a significant correlation between variables X_1 and X_2 and Y.
b. If $f_{hitung} \leq f_{tabel}$ or $-f_{hitung} \geq -f_{tabel}$, then Ho is accepted because there is no significant correlation between variables X_1 and X_2 and Y.

In carrying out the F test at the α=5% level, we use two formulas for numerator and denominator, namely dk = n-k-1, so we get F_{table} = n-k-1 = 50-3-1 = 46. So the F_{table} value for dk=46 is 2.806. Based on the test results above, the F_{count} value of Compensation, Work Discipline and Work Motivation is 30.432 and F_{table} is known to be 2.806. Thus $F_{count} > F_{table}$ or 30.432>2.806, a significant value of 0.000<0.05. Thus H_o is rejected and H_a is accepted. Based on these results, it shows that there is a simultaneous positive influence between Compensation (X_1), Work Discipline (X_2) and Work Motivation (X_3) on employee performance (Y) in PT. Jalur Nugraha Ekakurir (JNE) Amplas Trade Center.

Normality test

Normality test to see whether in the regression model, the 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, the regression model meets the assumption of normality. Based on the results of data processing using SPSS version 26, it is known that the normality test using the P-Plot method is as follows:

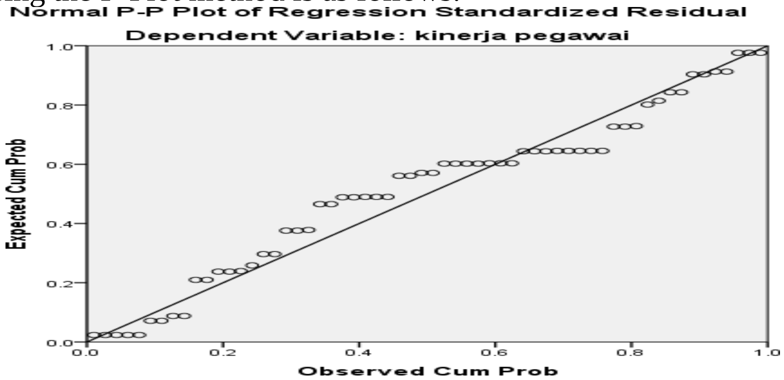

Figure 1 Normality Test Results

Based on Figure 1 above, it can be seen that the data spreads along a diagonal line, meaning that the data between the dependent variable and the independent variable has a normal relationship or distribution or meets the normality assumption test.

Coefficient of Determination (R-Square)

The coefficient of determination (R_2) essentially regulates how far it explains the variations in the dependent table. The coefficient of determination value is determined by the R square value as can be seen in the following table

Table 5. Determination Test Results

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.815[a]	.665	.643	1.59279	2.358
a. Predictors: (Constant), work motivation, work discipline, compensation					
b. Dependent Variable: Employee Performance					

SPSS version 26 data processing source

From the calculation results above, it can be seen that the coefficient of determination obtained is 0.665. This means that 66.5% of the variation in the performance variable (Y) is determined by the three independent variables, namely motivation (X_1), compensation (X_2) and work discipline (X_3). Meanwhile, the remaining 33.5% was influenced by other variables not studied.

DISCUSSION

Effect of Compensation on Employee Performance

Based on the results of the research above regarding compensation for employee performance, it shows that the t_{count} value of Compensation = 0.643, then we get $t_{count}<t_{table}$ or 0.643<2.012, a significant value of 0.523>0.05, so H_o is accepted and H_a is rejected, which means that the Compensation variable (X_1) is partially does not have a significant effect on employee performance. Field findings show that compensation has no effect on employee performance. In accordance with the research results of (Arda, 2017) and (Jufrizen Jufrizen, 2017) which show that compensation does not affect employee performance. The size of the compensation received does not affect employee performance in the outbound section, this is because employees work not only to seek compensation and are also not influenced by periodic increases in compensation, this could be because workers are loyal to the company where employees have goals in their work. The research results prove that direct compensation does not have a significant effect on employee performance PT. Jalur Nugraha Ekakurir (JNE) Amplas Trade Center.

The Effect of Work Discipline on Employee Performance

Based on the results of the research above regarding compensation for employee performance, it shows that the value of t_{count} for Work Discipline = 1.390, so we get $t_{count}<t_{table}$ or 1.390<2.012, a significant value of 0.171<0.05, so H_o is accepted and H_a is rejected, which means that the Work Discipline variable (X_2) partially does not have a significant effect on employee performance (Handoko, 2016).

The Influence of Work Motivation on Employee Performance

Based on the results of the research above regarding work motivation on employee performance, it shows that the t_{count} value of Work Motivation = 4.741, so we get $t_{count}>t_{table}$ or 4.741>2.012, then Ho is rejected and Ha is accepted, which means that the Work Motivation variable (X_3) partially has a positive and significant effect on Employee Performance. It can be concluded that the higher the work motivation, the higher the employee's performance. This is because workers feel they have a purpose in their work so they are motivated to work harder so they can improve their performance. Apart from that, employees are motivated to work harder because of their family. Then have a leader who is wise, nurturing and always provides motivation to employees so as to improve employee performance. This is in line with (Jufrizen & Sitorus, 2021), (Jufrizen & Pulungan 2017)(Farisi et al., 2020) stating that motivation influences performance. So companies must increase work motivation for each employee. According to research results (J. Jufrizen et al., 2020) it is explained that work motivation has a significant effect on employee performance, this is in accordance with the research results that the t_{count} value of Work Motivation = 4.741, so we get $t_{count}>t_{table}$ or 4.741>2.012, so H_o is rejected and H_a is accepted which is means that the Work Motivation variable (X_3) partially has a positive and significant effect on Employee Performance.

Based on the test results above, the F_{count} value of Compensation, Work Discipline and Work Motivation is 30.432 and F_{table} is known to be 2.806. Thus $F_{count}>F_{table}$ or 30.432>2.806, a significant value of 0.000<0.05. Thus H_o is rejected and H_a is accepted. Based on these results, it shows that there is a simultaneous positive influence between Compensation (X_1), Work Discipline (X_2) and Work Motivation (X_3) on Employee Performance (Y), which means that there is a positive and significant influence between compensation, work discipline and motivation on employee performance on PT. Jalur Nugraha Ekakurir (JNE) Amplas Trade Center. Thus, compensation, work discipline and motivation need to be maintained and improved so that the performance of company employees becomes better. According to the results of research (Ainanur & Tirtayasa, 2018) shows a positive double correlation coefficient, which means that motivation, work discipline and compensation together on employee performance have a positive relationship based on calculations. The value obtained in the model feasibility test is 30.432 with a sig of 0.000. with the conclusion that compensation, work discipline and motivation simultaneously have a significant effect on employee performance.

CONCLUSION

Based on the results of the research above regarding compensation for employee performance, it shows that the t_{count} value of compensation = 0.643, then we get $t_{count}<t_{table}$ or 0.643<2.012, a significant value of 0.523>0.05, so H_o is accepted and H_a is rejected, which means that the Compensation variable (X_1) is partial has no significant effect on employee performance. Based on the results of the research above regarding work discipline on employee performance, it shows that the t_{count} value of work discipline = 1.390, so we get $t_{count}<t_{table}$ or 1.390<2.012, a significant value of 0.171<0.05, so H_o is accepted and H_a is rejected, which means that the work discipline variable (X_2) is partial does not have a significant effect on employee performance. Based on the results of the research above regarding work motivation on employee performance, it shows that the value of t_{count} for work motivation = 4.741, so we get $t_{count}>t_{table}$ or 4.741>2.012, then H_o is rejected and H_a is accepted, which means that the work motivation variable (X_3) partially has a positive and significant effect on employee performance. It can be concluded that the higher the work motivation, the higher the employee's performance. Based on the test results above, the calculated F value of compensation, work discipline, work motivation is 30.432 and F_{table} is known to be 2.806. Thus, $F_{count}>F_{table}$ or 30.432>2.806 has a significant value of 0.000<0.05. Thus H_o is rejected and H_a is accepted. Based on these results, it shows that there is a simultaneous positive influence between compensation (X_1), work discipline (X_2) and work motivation (X_3) on employee performance (Y), which means that there is a positive and significant influence between compensation, work discipline and work motivation on employee performance on PT. Jalur Nugraha Ekakurir (JNE) Amplas Trade Center.

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