

EMPLOYEE PERFORMANCE: WORK DISCIPLINE AND COMPENSATION

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ABSTRACT

The aim of this study to find out and analyze the influence of work discipline on the performance of PT employees. BRI Agroniaga Tbk, Medan and to determine and analyze the effect of compensation on employee performance at PT. BRI Agroniaga Tbk, Medan. The population and sample of this research are all employees at PT. BRI Agroniaga Tbk, Medan, totaling 50 people. The data collection technique that the author uses in this research is a list of questions (Questioner). Meanwhile, the data analysis techniques in this research use multiple linear regression testing, Classic Assumption Test, t test, F test and coefficient of determination. The analysis results show that aThe influence of the work discipline variable (X1) on performance (Y) is shown by the calculated t of 6,858 with a probability of sig 0.000, smaller than $\alpha = 0.05$. With a relationship like this, it means that the higher/better variable X1 (Work Discipline), the higher/better variable Y (Performance). There is an influence of the compensation variable (X2) on employee performance (Y) is indicated by of 2,841 with a sig probability of 0.007, smaller than $\alpha = 0.05$. With a relationship like that, it means that the higher/better X2 (Compensation), the higher/better variable Y (Performance). Meanwhile, the magnitude of the influence given is shown by the value, namely the coefficient of determination value of the research results, the Adjusted R-Square value obtained is 0.950, indicating that around 95% of variable Y (Performance) can be explained by variables X1 (Work Discipline) and X2 (Compensation). Or practically it can be said that the contribution of X1 (Work Discipline) and X2 (Compensation) to variable Y (Performance) is 95%. The remaining 5% is influenced by other variables not studied.

Keywords: Work Discipline, Compensation and Performance

INTRODUCTION

In an organization, the discipline factor plays an important role because with work discipline, employees can carry out tasks assigned by the company on time. This factor that can encourage and improve employee performance is providing fair and equitable compensation and the size of the compensation obtained can also influence the employee's work level. The greater the compensation obtained, the more enthusiastic the employee will be in carrying out the tasks assigned to him. So it can improve employee performance. Compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company. Compensation is the provision of remuneration, either directly or indirectly (financial) or indirectly (non-financial). This can be seen from the fact that not all employees are able to carry out their

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

"Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era"

assigned tasks properly, this can be seen from the large number of jobs that are delayed and cannot be completed on time, the large number of employees who arrive late. Researchers also found that there is still a lack of compensation that they deserve. by employees, the wages given are still insufficient, the wages given to employees are not in accordance with the work they do, the training given to employees is not in accordance with their job placement and the skills they have, the technology and machine tools used are also many of which are quite old, so This slows down the prediction process that will be achieved or the targets that the company has set.

Employee performance

Performance is a work result achieved by a person in carrying out the tasks assigned to him which are based on skill, experience, seriousness and time. This performance is a combination of three important factors, namely the ability and interest of a worker, the ability and acceptance of explanations of tasks and roles and the level of motivation of a worker. The higher the three factors above, the greater the employee's performance in question. According to Mangkunegara (2009, p. 67): "Performance is the result of work in terms of quality and quantity achieved by a worker in carrying out his duties in accordance with the responsibilities given to him." Meanwhile, according to Sastrahadiwiryo (2008, p. 291): "Performance is the performance achieved by a worker in carrying out the tasks and work assigned to him." And further according to Hasibuan (2010, p. 105): "Performance is a work result achieved by a person in carrying out the tasks assigned to him which are based on skill, experience, seriousness and time". Performance is basically what employees do and what they do not do. Employee performance is what influences how much they contribute to the organization, which includes: output quantity, output quality, Output period, Attendance at work, Cooperative attitude. So it can be concluded that employee performance is the result achieved by employees in carrying out a job given to them both in quality and quantity through procedures that focus on the goals to be achieved and by fulfilling implementation standards. To achieve good performance, the most important element is human resources. Even though the plan has been prepared well and neatly, if the person or person who carries it out is not qualified and does not have high work enthusiasm, then the plan that has been prepared is in vain.

Work Discipline

The adjustment of each individual to everything that is assigned to him will create a society that is orderly and free from chaos. Likewise, life in a company will really require employee compliance with the rules and regulations that apply to the company. According to Singodimedjo in Sutrisno (2009, p. 86) states that "Work discipline is the attitude of a person's readiness and willingness to obey and comply with the regulatory norms that apply around him". Furthermore, according to Keith Davis in Mangkunegara (2009, p. 129) states that "Work discipline can be interpreted as the implementation of management to strengthen organizational guidelines". According to Faustino (2003, p. 231) states that disciplinary action is used by organizations to punish workers for violations of work rules or organizational expectations.

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

"Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era"

Compensation

In general, the compensation for each person who works has been determined and known in advance, so that employees know exactly what compensation they will receive. The amount of this compensation reflects the status, experience and fulfillment of needs enjoyed by the employee and his family. The more needs that can be fulfilled, the better job satisfaction will be. This is where the importance of compensation for employees as a workforce lies. According to Hasibuan (2011, p. 118) states that "compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company". Meanwhile, in the opinion of Sadili Samsudin (2010, p. 187) states that compensation is the provision of remuneration, either directly in the form of money (financial) or indirectly (non-financial). From the two definitions above, it can be seen that compensation is remuneration provided by a company to someone who provides services to the company. Compensation is also assessed in the form of money, as well as other additional amounts and payments are made in accordance with the agreement between both parties.

METHOD

Operational definition

The operational definition aims to see the extent to which the variables of one factor are related to the variables of other factors.

Population and Sample

The population in this study consisted of employees at PT. BRI Agroniaga Tbk, Medan is 50 people. Considering the population is 50 people (relatively large), this research uses the entire population as a sample.

Data analysis technique

This research uses classical assumption tests, namely normality test, multicollinearity test, and heteroscedasticity test, multiple liner regression, hypothesis tests, namely t test (partial test), f test (simultaneous test), and coefficient of determination. Data collection tools in this research used questionnaires, documentation studies and interviews.

RESULT

Data Normality Test

The research data normality test aims to determine the distribution of data in variables, namely data that is normally distributed. Statistical test results will be better if all variables are normally distributed. This data normality test was carried out through Kolmogorov – Smirnov analysis which aims to test whether in the regression model, the confounding or residual variables have a normal distribution.

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

Table 1. Test Normality

One-Sample Kolmogorov-Smirnov Test

		Work Discipline	Compensation	Performance
N		50	50	50
Normal Parametersa	Mean	62.3400	41.4600	48.9600
	Std. Deviation	6.48266	4.79034	6.54017
Most Extreme Differences	Absolute	,099	,120	,162
	Positive	,065	,075	,077
	Negative	-.099	-.120	-.162
Kolmogorov-Smirnov Z		,701	,850	1,143
Asymp. Sig. (2-tailed)		,710	,465	,147

a. Test distribution is Normal.

Test criteria:

1. Significance figure (Asymp. Sig) > 0.05; then the data is normally distributed.
2. Significance figure (Asymp. Sig) < 0.05; then the data is not normally distributed.

Based on the table above, the Kolmogorov-Smirnov value for each variable is discipline of 0.710 and compensation of 0.465. The Kolmogorov-Smirnov value shows a value greater than the 0.05 significance level. Thus it can be concluded that the data is normally distributed for the discipline variables and compensation variables.

Multicollinearity Test

Used to test whether in the regression model a strong correlation is found between the independent variables. The method used to assess this is by looking at the value of the variance inflation factor (VIF). If the VIF value is greater than 10, it is indicated that the model has symptoms of multicollinearity.

Table 2. Multicollinearity

Coefficientsa

		Collinearity Statistics	
Model		Tolerance	VIF
1	Work Discipline	,206	4,862
	Compensation	,206	4,862
a.	Dependent Variable:	Performance	

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Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

The independent variables, namely work discipline (X1) 4,862 and compensation (X2) 4,862 have VIF values within the specified tolerance limits (not exceeding 10), so that there is no multicollinearity in the independent variables of this research.

Heteroscedasticity Test

Used to test whether in the regression model a strong correlation is found between the independent variables. The method used to assess this is by looking at the value of the variance inflation factor (VIF). If the VIF value is greater than 10, it is indicated that the model has symptoms of multicollinearity.

Table 3. Multicollinearity

Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	Work Discipline	,206	4,862
	Compensation	,206	4,862
a. Dependent Variable: Performance			

The independent variables, namely work discipline (X1) 4,862 and compensation (X2) 4,862 have VIF values within the specified tolerance limits (not exceeding 10), so that there is no multicollinearity in the independent variables of this research.

Multiple Linear Regression Testing

Table 4. Regression Coefficients in Equation Models

Coefficients ^a		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	-10,402	2,875		-3,618
	Work Discipline	,694	.101	,688	6,858
	Compensation	,389	.137	,285	2,841
a. Dependent Variable: Performance					

From the Coefficient table above (in the Standardized Coefficients column) it can be seen that the regression coefficient values are:

- The X₁ coefficient is $p_1 = 0.694$

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

- The X2 coefficient is $p^2 = 0.389$

So the linear multiple regression equation for the two predictors (Work Discipline and Compensation) is:

$$Y = -10,402 + 0.694 X_1 + 0.389 X_2$$

The equation above shows that all independent variables (X1 and Variable X1 (Work discipline) has the largest relative contribution between the two independent variables.

Hypothesis Testing (t Test)

The partial hypothesis is as follows:

Table 5. t test

Coefficients ^a		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	-10,402	2,875		-3,618	,001
	Work Discipline	,694	.101	,688	6,858	,000
	Compensation	,389	.137	,285	2,841	,007

a. Dependent Variable: Performance

Source: Processed Research Data (2014)

From the table above regarding the variable work discipline (X1) on performance (Y), it is obtained that the t count is 6,858 with a probability of sig 0.000, smaller than $\alpha = 0.05$. This means that the null hypothesis (Ho) is rejected and Ha is accepted. It can be concluded that leadership (X1) partially has a significant influence on employee performance (Y) at PT. BRI Agroniaga Tbk, Medan. From the table above regarding the compensation variable (X2) on performance (Y), it is obtained that the t count is 2,841 with a sig probability of 0.007, smaller than $\alpha = 0.05$. This means that the null hypothesis (Ho) is rejected and Ha is accepted. It can be concluded that compensation (X2) partially has a significant influence on employee performance (Y) at PT. BRI Agroniaga Tbk, Medan. This shows that work discipline (X1) and compensation (X2) carried out by PT. BRI Agroniaga Tbk, Medan is good and really determines or influences performance.

Simultaneous Test (f Test)

The f statistical test (simultaneous) is carried out to find out whether the independent variables together have a significant effect on the dependent variable or not.

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

"Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era"

Table 6. F test

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1892,318	2	946.159	218,414	,000a
	Residual	203,602	47	4,332		
	Total	2095,920	49			

a. Predictors: (Constant), Compensation, Work Discipline

b. Dependent Variable: Performance

Source: Processed Research Data (2014)

The calculated F value in the table above is 218,414 with sig $0.000 < \alpha 0.05$ indicating that H_0 is rejected and H_a is accepted, meaning that work discipline (X1) and compensation (X2) have a significant effect on performance (Y) at the $\alpha 0.05$ level.

Coefficient of Determination

To find out the extent of the contribution or percentage influence of work discipline (X1) and Compensation (X2) on Performance (Y), then it can be determined through a determination test, namely as follows:

$$\begin{aligned}
 D &= R^2 \times 100\% \\
 &= 0.950 \times 100\% \\
 &= 95\%
 \end{aligned}$$

The R Square value above is known to be 0.950 or 95%, indicating that around 95% of the Performance variable (Y) is influenced by work discipline (X1) and compensation (X2). The remaining 5% is influenced by variables not examined in this research.

DISCUSSION

From the test results it can be seen that all independent variables (Work Discipline and Compensation) have an effect on Y (Performance), in more detail the results of the analysis and testing can be explained as follows:

The Influence of Work Discipline on Employee Performance

There is a positive and significant influence of variable X_1 (Work discipline) on variable Y (Performance) as indicated by the calculated t value of 6,858 with a probability of sig 0.000, smaller than $\alpha = 0.05$. With a relationship like this, it means that the higher/better variable X_1 (Work Discipline), the higher/better variable Y (Performance). According to Singodimedjo in Sutrisno (2009, p. 86), states that "Work discipline is the attitude of a person's readiness and willingness to obey and adhere to the regulatory norms that apply around him."

The Effect of Compensation on Employee Performance

There is a positive and significant influence of variable With a relationship like this, it means that the higher/better X2 (Compensation), the higher/better variable Y (Performance). According to Hasibuan (2011, p. 118), states that "Compensation is all opinions in the form of money, direct or indirect goods received by employees as compensation for services provided to the company". Likewise, the results of previous research according to Daniel Arfan Aruan entitled The Effect of Compensation and Job Training on PT Employee Performance. Suconfindi (PERSERO) Surabaya. From the results of this research, it is known that compensation significantly influences performance.

The Influence of Work Discipline and Compensation on Employee Performance

Furthermore, the determination of the Adjusted R-Square value obtained is 0.950, indicating that around 95% of variable Y (Performance) can be explained by variables X1 (Work Discipline) and X2 (Compensation). Or practically it can be said that the contribution of X1 (Work Discipline) and X2 (Compensation) to variable Y (Performance) is 95%. The remaining 5% is influenced by other variables not studied. This research accepts the research hypothesis, namely that there is an influence of work discipline and compensation on Performance and this effect is significant at the 0.05 level. A significant influence means that work discipline and compensation have an influence on performance PT. BRI Agroniaga Tbk, Medan.

CONCLUSION

The influence of the discipline variable (X1) on performance (Y) is shown by the calculated t of 6,858 with a sig probability of 0.000, smaller than $\alpha = 0.05$. With a relationship like this, it means that the higher/better variable X1 (Work Discipline), the higher/better variable Y (Performance). There is an influence of the compensation variable (X2) on employee performance (Y) is indicated by of 2,841 with a sig probability of 0.007, smaller than $\alpha = 0.05$. With a relationship like that, it means that the higher/better X2 (Compensation), the higher/better variable Y (Performance). The influence of discipline variables (X1) and compensation (X2) on employee performance (Y) is shown by the Adjusted R-Square value obtained which is 0.950, indicating that around 95% of variable Y (Performance) can be explained by variables X1 (Work Discipline) and X2 (Compensation). Or practically it can be said that the contribution of X1 (Work Discipline) and X2 (Compensation) to variable Y (Performance) is 95%. The remaining 5% is influenced by other variables not studied.

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Compensation and Organizational Commitment: The Mediating Role of Job Satisfaction

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