



The Effect of Compensation, Motivation and Work Discipline on Employee Performance at PT Totoku Toryo Indonesia

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ABSTRACT

Keywords:

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This study aimed to analyze the effect of compensation, motivation and work discipline on employee performance at PT Totoku Toryo Indonesia. The data used in this study were primary data that obtained through questionnaires to employees of PT Totoku Toryo Indonesia. The population in this study was 98 employees at PT Totoku Toryo Indonesia. Determination of samples using population studies. data analysis using multiple linear regression analysis. Based on the results of testing the hypothesis it can be stated that compensation affects the performance of employees at PT Totoku Toryo Indonesia or H1 accepted. Motivation affects the performance of employees at PT Totoku Toryo Indonesia or H2 received. Work discipline affects the performance of employees at PT Totoku Toryo Indonesia or H3.

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1. Introduction

Performance is a process of how work takes place to achieve work results. Good individual performance can increase if there is a match between work and abilities. Good individual performance can increase if there is a match between work and abilities. From the above definition, performance is the output of a series of daily work processes that are carried out by each employee with a specified time limit, to achieve good results, we must strive to improve our performance through a work culture that includes behavior, discipline, honesty, etc. (Wibowo, 2014).

Compensation is something that employees receive in exchange for their service contribution to the organization. If managed properly, compensation helps the organization achieve its goals and acquire, maintain, and maintain good employees. Conversely, without adequate compensation, current employees are very likely to leave the organization, and the organization will find it difficult to recruit back employees who are in accordance with their needs (Werther and Davis, 1996).

Motivation is every organization wants to achieve goals, to achieve these goals, the role of humans in which it is very important to move humans to fit the desired organization, it must be understood the motivation of humans who work in the organization, because this motivation determines the behavior of people to work. , or in other words, behavior is the simplest reflection of motivation (Sutrisno, 2009).

Work Discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as various efforts to increase one's awareness and willingness to obey all company regulations and applicable social norms (Rivai, 2015).

Research with a similar theme previously conducted by Siagian (2015) shows that training, compensation satisfaction, motivation and work discipline have a significant effect on employee performance. Muawanah (2016) shows that compensation, motivation and work discipline simultaneously have a significant effect on employee performance. Ayer (2016) shows that motivation and work discipline have a significant effect on employee performance. Fadilah (2017) shows that Work Discipline has a significant effect on Employee Performance. Purnomo (2017), Santoso, et al (2017) show that work motivation, compensation and communication have a significant effect on employee performance

PT Totoku Toryo Indonesia is one of the distributors of bottled drinking water with the brand "AQUA". This company has high credibility, because it is one of the largest distributor manufacturers in Banyuwangi. In addition to marketing the product (sales), PT. Livia Mandiri Sejati also provides refilling services in the form of gallons of bottled drinking water. Here companies are required to be more professional and able to compete globally. For this reason, this company requires human resources who have optimal performance in order to compete in terms of service quality in order to create company progress. In fact the performance of employees at the company is not always optimal. PT Livia Mandiri Sejati realizes that the importance of employees for the running of the company's operations as well as sales marketing which helps in sales. To achieve the Company's goals or targets, it is necessary to have employee welfare so that they can improve performance. PT Totoku Toryo Indonesia seems to have been able to maintain the viability of a company and compete with other companies. It can be seen that what has made PT Totoku Toryo Indonesia the largest AMDK company in Banyuwangi is human resources who are able to work deftly and professionally. This study aims to analyze the effect of compensation, motivation and work discipline on employee performance at PT Totoku Toryo Indonesia.

2. Method

2.1 Data Collection

The population of this research is all employees of PT Totoku Toryo Indonesia, totaling 98 people. Referring to the opinion of Arikunto (2006) "if someone wants to examine all the elements that exist in the research area, then the research is a population study or the research is also called a population study or census study". From this research, this research is a population research that is examining the entire population, including all employees at PT Totoku Toryo Indonesia as many as 98 people.

2.2 Data Analysis

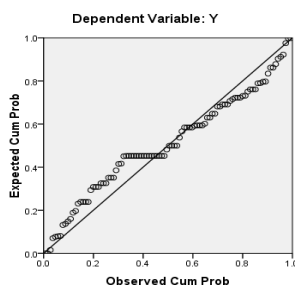
In this study, data analysis is used to test the hypothesis of the data that has been collected. The first activity carried out was to test the validity and reliability. The first thing that needs to be done is to see the level of data validity and data reliability before being processed for data analysis. Furthermore, after doing the validity and reliability of the data then proceed to the data analysis stage. At this stage of analysis is used to test the research hypothesis. Multiple Linear Regression Analysis was used in data analysis in this study. If in this study t test < 0.05 then H_0 is rejected and H_1 is accepted, and vice versa if t test > 0.05 then H_0 is accepted and H_1 is rejected.

3. Result And Discussion

3.1 Testing Data Validity and Reliability

The results of the validity test show that the correlation between each indicator to the total construct score of each variable shows valid results, this is because r count $> r$ table and significance value < 0.05 . So it can be concluded that all statement items are declared valid. The results of the reliability test indicate that all variables have sufficient alpha coefficients or meet the criteria to be said to be reliable, namely > 0.700 , so that furthermore, the items in each of these variable concepts are feasible to be used as measuring tools.

Normal P-P Plot of Regression Standardized Residual



Picture 1. Classical Assumption test results

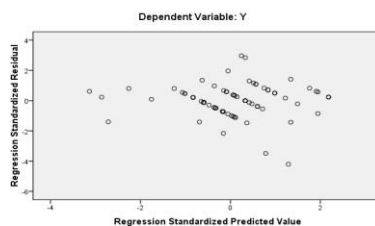
After testing, it turns out that all data are normally distributed, the distribution of data is around the diagonal line. This shows that the regression model in this study meets the assumption of normality.

Table 1. Multicollinearity Test Results

No	Variabel	Tolerance Value	VIF Value
1	Comensation (X1)	0,587	1,705
2	Motivation (X2)	0,569	1,758
3	Dicipline (X3)	0,534	1,873

The table shows that the VIF value of all independent variables in this study is less than 10 while the tolerance value of all independent variables is more than 10%, which means that there is no correlation between independent variables. Thus, it can be concluded that there are no symptoms of multicollinearity between independent variables in the regression model.

Scatterplot



Picture 2. Heteroscedasticity Test Results

From the results of the heteroscedasticity test that has been carried out, it turns out that the points spread randomly, do not form a certain clear pattern and are spread both above and below the number 0 (zero) on the Y axis, this means that there is no deviation from the classical assumption of heteroscedasticity in the regression model. made, in other words accept the homoscedasticity hypothesis.

3.2 Multiple Linear Regression Analysis Results

Regression analysis was used to test the hypothesis about the partial effect of the independent variables on the dependent variable.

Table 2.
Multiple Linear Regression Results

No	Variabel	Koefisien Regresi	t Count	Significant
1	Konstanta	1,008	1,298	0,198
2	Comensation (X1)	0,415	5,359	0,000
3	Motivation (X2)	0,234	3,394	0,001
4	Dicipline (X3)	0,268	3,483	0,001

It can be seen that the regression equation formed is: $Y = 1.008 + 0.415X_1 + 0.234X_2 + 0.268X_3$. The results of the T test calculation using the SPSS program can be seen based on the table it can be seen the magnitude of the influence of each independent variable on the dependent variable as follows: The results of the compensation test have a statistical significance value of 0.000 and are equal to 0.05 and t count (5.359) > t table (1.6612) which means that the Compensation hypothesis has a significant effect on employee performance is accepted. This also shows that compensation affects employee performance, which means the more compensation will have an impact on the better the employee's performance

The results of the motivation test have a statistical significance value of 0.001 and greater than 0.05 and t count (3.394) > t table (1.6612) which means that the motivation hypothesis has a significant influence on employee performance. it also shows that motivation affects employee performance, which means the better motivation will have a good impact on employee performance.

The results of the work discipline test have a statistical significance value of 0.001 and less than 0.05 and t count (3.483) > t table (1.6766) which means that the hypothesis of work discipline has a significant influence on employee performance. This also shows that work discipline affects employee performance, which means that more discipline will have a good impact on employee performance.

4. Conclusions

From the statistical tests that have been carried out, the following conclusions can be drawn. The results of statistical tests have proven that the work discipline variable has a significant effect on the Employee Performance variable. So they must maintain work discipline in this case work discipline is able to be one of the factors driving employee performance at PT Totoku Toroyo Indonesia. The results of statistical tests have proven that the compensation variable has a significant effect on the employee performance variable. This means that compensation can be one of the factors driving employee performance at PT Totoku Toroyo Indonesia. The results of statistical tests have proven that the work motivation variable has a significant effect on the employee performance variable. This means that motivation is able to become one of the factors driving employee performance at PT Totoku Toroyo Indonesia.

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