

Effect Of Work Compensation And Discipline Of Employee Performance In Pt. Indako Trading Coy

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ABSTRACT

The purpose of this study is to determine whether compensation and work discipline affect the performance of employees at PT. Indo Trading Coy (Krakatau Branch, Medan). Employee performance is influenced by several factors, one of which is compensation. Salary, Bonuses, Insurance, Office Facilities and Allowances are factors that trigger employees to improve their performance. Other factors that affect employee performance are work discipline which includes quality of work, quantity of work and the determination of work completion time. Work compensation and discipline is the most important factor to improve employee performance in a company. Collection of data that has been obtained is then analyzed using quantitative descriptive research. The population in this study is the number of employees working at PT.Indako Trading Coy (Krakatau branch, Medan) as many as 80 people. The number of samples used in this study were 80 people. This research uses t test, F test, determination test and multiple linear regression analysis. The results showed that the compensation variable partially influenced the performance of employees at PT. Indako Trading Coy. The results showed that the variable work discipline partially influenced the performance of employees at PT. Indako Trading Coy. The results showed that there was a positive and significant effect between compensation and work discipline on the performance of employees at PT Indako Trading Coy, this has been proven based on the F test results obtained at a calculated F value of 308.284 with a significance value of 0.000. so the significance of $F < 5\%$ ($0,000 < 0,05$) means that the variable compensation and work discipline simultaneously affect the purchase interest. The conclusion in this study is that compensation and work discipline affect the performance of employees at PT. Indako Trading Coy (Krakatau branch, Medan).

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INTRODUCTION

One of the valuable assets that need to be considered and maintained in a company is human resources where discipline is the most important scope of the resources themselves. With discipline, employees should understand that having good work discipline means that a useful advantage will be achieved. , both for the company and for the employees themselves[1]. Thus, the company is no longer seen as a closed system, but the company is an open system that must be able to respond and accommodate various external companies effectively and efficiently. in recruiting, selecting, and retaining / maintaining human resources with the aim of achieving what the company wants[2][3].

Employee discipline in an organization is closely related to the performance of an employee in a company. Employee performance itself is very important for a company to measure the work

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of employees. Discussion of employee performance itself needs to be preceded by an affirmation that performance problems are not simple things, both in terms of concept and in terms of analysis. This is because employee performance can affect work behavior such as lazy, diligent, productive, etc. or have a relationship with some kind of behavior that is very important in the organization [4], [5].

According to Mangkunegara (2001) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Employee performance is determined by several factors, namely mentally challenging work, discipline, supportive coworkers, workload, compensation, work environment, and personal compatibility between individuals. , by providing appropriate compensation, employee job satisfaction can be met [6], [7].

Compensation is one of the important and most sensitive functions in the employment relationship. And in practice there are many companies that do not properly understand the compensation system. This compensation is intended as a company reward for the sacrifice of time, energy, and thoughts that employees have given to the company, Saydam in [8] The impact of employee performance appears as a result of increased human resources, moral values, discipline, positive work values, high levels of work motivation, lower absenteeism, turnover and burnout rates.

Previous research conducted by Ferina Sukmawati in 2008 with the title Influence of Leadership, Physical Work Environment and Compensation on Employee Performance conducted at PT. Pertamina (PERSERO) UPMS III Transit Main Balongan, Indramayu. With the identification of variables, namely the Independent variable: Leadership (X1), physical work environment (X2), and compensation (X3) and the Dependent variable: Performance (Y). This study uses multiple regression analysis which shows the results of the analysis that leadership, physical work environment and compensation affect employee performance partially and simultaneously at PT.Pertamina (PERSERO) UPMS III Transit Utama Balongan, Indramayu.

Previous research conducted by Yuli Suwati in 2013 with the title The Effect of Compensation and Motivation on Employee Performance conducted at PT. Tunas Hijau Samarinda With the identification of variables, namely the Independent Variable: Compensation (X1) and Motivation (X2) and the Dependent Variable: Performance (Y) [9], [10]. This study uses multiple regression analysis which shows that compensation has a partial effect on employee performance, while work motivation has no effect on employee performance. Together, compensation and work motivation have an influence on employee performance at PT. Samarinda Green Shoots.

Previous research conducted by Rio Marpaung and Tri Dinda Agustin in 2013 with the title The effect of supervision and work discipline on employee performance carried out at the Riau High Court with the identification of variables, namely Independent Variables: Supervision (X1) and Work Discipline (X2) and the dependent variable : Performance (Y). This study uses multiple regression analysis which shows that based on the results of the T test, supervision has an effect on performance while work discipline has no effect on performance, and based on the F test, supervision and work discipline together have an influence on the performance of the Riau High Court employees[11], [12].

PT. Indako Trading Coy– Medan is a company engaged in the distribution of motorcycle products with the Honda brand image and also provides services in the field of motorcycle service.

Every employee of the company PT. Indako Trading Coy has their own job desk or work schedule. Therefore, compensation and employee work discipline are very influential. Based on information obtained from several employees, it is known that, there are still employees who complain about compensation problems and complaints from several superiors regarding employee discipline. Compensation problems cause employees to be less comfortable at work and lower morale. employee work. And the unbalanced take and give given by the company resulted in a decrease in employee performance.

Based on the description and background above, the authors are interested in conducting research on "The Effect of Work Discipline and Compensation on Employee Performance at PT. Indako Trading Coy Medan".

METHOD

Research design is a structured work plan in terms of the relationships between variables comprehensively in such a way that the research results can provide answers to research questions. The plan includes things that will be carried out by researchers, starting from making hypotheses and their operational implications to final analysis. [13].

This research was conducted at PT. Indako Trading Coy with its address at Jalan Gunung Krakatau no 54-54a Medan. This research was conducted from February 2019 to May 2019.

The number of samples from this study was 80 people due to the number of employees at PT. Indako Trading Coy has 80 employees.

RESULT AND DISCUSSION

Analysis of the characteristics of respondents

Descriptive analysis in this study is a description or explanation of the results of primary data collection in the form of a questionnaire that has been filled out by respondents in the study. The instrument used in this research is a list of questionnaire statements. Questionnaires were distributed to employees of PT. Indako Trading Coy.

The characteristics of respondents in this study are as follows:

Tabel 1 Distribution of Respondents by Gender

No	Gender	F	%
1	Perempuan	14	17,5%
2	Laki-laki	66	82,5%
Total		80	100%

Table 1 above shows the distribution of research respondents by gender. The results of the distribution show that 17.5% or 14 respondents are female and 82.5% or 66 respondents are male, which if added up, the total number of respondents is 80 respondents and the percentage value is 100%. From the data above, it can be concluded that the male respondents are greater than the female respondents.

Analysis Compensation

The respondents in this study were employees of PT. Indako Trading Coy with 11 statements consisting of 5 statements for compensation (X1), 3 statements for work discipline (X2) and 3 statements for employee performance (Y). This questionnaire was distributed to 80 respondents as a sample. In this study, it was measured using a Likert scale to ask the effect of compensation (X1) and work discipline (X2) on employee performance (Y) at PT. Indako Trading Coy.

Table 2. Data Tabulation of Respondents' Answer Value of Compensation Variable (X1)

NO	Indikator	SS=5	S=4	R=3	TS=2	STS=1	TOTAL
1	Sallary	36	42	1	1		80
2	Bonus	39	39	1	1		80
3	Insurance	37	41		2		80
4	Fasilities	37	41	1	1		80
5	Additional Sallary	16	62	2			80

From the table above, it can be given that respondents' responses to questionnaire no. 1 (salary) consider that as many as 36 respondents strongly agree with salary as an indicator of influence on compensation. A total of 42 respondents agreed that salary has an effect on compensation. As many as 1 respondent expressed doubt about the statement that salary affects compensation. As many as 1 respondent did not agree that salary has an effect on compensation. From the data on the contents of the questionnaire above, it can be concluded that the dominant factor is 42 respondents agree that salary is an indicator that affects compensation. Respondents' responses to questionnaire no 2 (Bonus) are: A total of 39 respondents strongly agree that bonus indicators affect compensation. A total of 39 respondents agreed that bonuses have an effect on compensation. As many as 1 respondent stated that he was doubtful about the indicator that the bonus had an effect on compensation. A total of 1 respondent stated that they did not agree that bonuses had an effect on compensation. From the data on the contents of the questionnaire above, it can be concluded that the dominant factor is 39 respondents strongly agree and 39 respondents agree that bonuses are indicators that affect compensation. Respondents' responses to questionnaire no. 3 (Insurance) are as follows: 37 respondents stated that they strongly agree with the insurance indicators affecting compensation. A total of 41 respondents agreed with the insurance indicator affecting compensation. A total of 2 respondents stated that they did not agree with the indicator that insurance has an effect on compensation. From the data on the contents of the questionnaire above, it can be concluded that the dominant factor as many as 41 respondents agreed with insurance as an indicator that affected compensation. Respondents' responses to questionnaire no 4 (facilities) are as follows: A total of 37 respondents stated that they strongly agree with the office facilities indicator affecting compensation. A total of 41 respondents agreed that the facility indicator had an effect on compensation. As many as 1 respondent doubted that the facility indicator had an effect on compensation. As many as 1 respondent stated that they did not agree with the facility indicators affecting compensation. From the data on the contents of the questionnaire above, it is concluded that the dominant 41 respondents agree with the facility indicator affecting compensation. Respondents' responses to questionnaire no. 5 (benefits) are as follows: A total of 16 respondents stated strongly agree that the indicators of allowances have an

effect on compensation. A total of 62 respondents agreed that the allowance indicator had an effect on compensation. A total of 2 respondents expressed doubt that the allowance indicator has an effect on compensation. As many as 1 respondent stated that they did not agree with the indicator that allowances have an effect on compensation. From the data on the contents of the questionnaire above, it can be concluded that the dominant factor as many as 62 respondents agreed that the allowance indicator had an effect on compensation.

Simultan Test

Used to determine the relationship between the independent variable and the dependent variable, whether the variable compensation (X1), work discipline (X2), really has a simultaneous effect (together) on the dependent variable Y (Employee Performance).

Table 3. Significant Simultan Test
ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	353,092	2	176,546	308,284	,000 ^b
1 Residual	44,096	77	,573		
Total	397,188	79			

- a. Dependent Variable: Employee Performance
 b. Predictors: (Constant), Discipline, Compensation

From the results of the F test in this study, the calculated F value was 308.284 with a significance number (P value) of 0.000. With a significance level of 95% ($\alpha = 0.05$). The significance number (P value) is $0.000 < 0.05$. On the basis of this comparison, then H_0 is rejected or means that the variable Compensation, and Work Discipline have a significant influence together on the Employee Performance variable.

Detemination Koefisient

The coefficient of determination (R^2) is carried out to see whether there is a perfect relationship or not, which is indicated by whether changes in the independent variable (Compensation and Work Discipline) will be followed by the dependent variable (Employee Performance) in the same proportion.

Table 4. Regression Test
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,943 ^a	,889	,886	,757

- a. Predictors: (Constant), discipline, Compensation
 b. Dependent Variable: Employee Performance

In the table above, it can be seen that the Adjusted R2 value is 0.886. This means that the independent variable (Compensation and Work Discipline) is 88%, while the rest is explained by other factors not examined.

CONCLUSION

The results showed that the compensation variable partially influenced the performance of employees at PT. Indako Trading Coy. The results showed that the variable work discipline partially influenced the performance of employees at PT. Indako Trading Coy. The results showed that there was a positive and significant effect between compensation and work discipline on the performance of employees at PT Indako Trading Coy, this has been proven based on the F test results obtained at a calculated F value of 308.284 with a significance value of 0.000. so the significance of $F < 5\%$ ($0,000 < 0,05$) means that the variable compensation and work discipline simultaneously affect the purchase interest. The conclusion in this study is that compensation and work discipline affect the performance of employees at PT. Indako Trading Coy (Krakatau branch, Medan).

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