
THE EFFECT OF COMPENSATION ON MEDICAL DOCTOR AND NURSE WITH WORK DISCIPLINE AS AN INTERVENING VARIABLE (CASE STUDY OF MEDICAL DOCTOR AND NURSE IN UNITED STATES PUBLIC HEALTH SERVICE)

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Abstract

The sampling technique used was the census method, where the entire population of 40 Medical Doctor and Nurses at Medical Doctor And Nurse In United States Public Health Service, was sampled in this study. Data collection techniques by conducting a review study of books, literature, records, and reports that have something to do with the problem being solved. The results of this study are stated that: From the table above, a *t*count value of 5.399 is obtained with $\alpha = 5\%$, *t*table (5%; *nk* = 38) obtained a *t*table value of 1.685. From this description it can be seen that *t*count (5.399) > *t*table (1.685), likewise with a significance value of $0.00 < 0.05$, it can be concluded that the first hypothesis is accepted, meaning that the compensation variable (*X*) has a positive and significant effect on work discipline (*Y1*). *t*count value of 2.939 With $\alpha = 5\%$, *t*table (5%; *nk* = 38) obtained *t*table value of 1.685 From this description it can be seen that *t*count (2.939) > *t*table (1.685), and its significance value is $0.00 < 0.05$ it can be concluded that the second hypothesis is accepted, meaning that compensation (*X*) has a significant effect on Medical Doctor and Nurse performance (*Y2*). *t*count value of 3.294 With $\alpha = 5\%$, *t*table (5%; *nk* = 38) obtained *t*table value of 1.685 From this description it can be seen that *t*count (3.294) > *t*table (1.685), and its significance value is $0.00 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that work discipline (*Y1*) has a positive and significant effect on Medical Doctor and Nurse performance (*Y2*). In the picture above the path analysis shows the direct effect of variable *X* on variable *Y2* of 0.403.

Keywords: Compensation, Performance, Work Discipline

INTRODUCTION

Talking about HRM (Human Resource Management) nowadays is getting more and more attention, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by an organization or company. Mangkunegara (2015: 67) the notion of performance (work achievement) 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. Performance in an organization is one of the elements that cannot be separated in an organizational institution, both government agencies and private institutions.

Performance comes from the word Job Performance or Actual Performance which is work performance or actual achievement achieved by a person. From the definition above, it can be concluded that the performance of human resources is work performance or work results (output) both in quality and quantity achieved by HR per unit time period in carrying out their work duties in accordance with the responsibilities given to them. Performance is an important thing that must be achieved by every organization, because

performance is a reflection of the organization's ability to manage and allocate its resources.

According to Hasibuan (2017: 119) Compensation is all income in the form of money, direct or indirect goods received by employees as a reward for services provided to the company. Establishing an effective compensation system is an important part of human resource management because it helps attract and retain talented jobs. Human resources in this case are employees in an organization, of course trying to work with the abilities they have in order to achieve the desired performance of the organization. A sense of security and comfort in the working atmosphere can encourage employees to be more dedicated in completing work, and will help employees achieve the best performance. Compensation is all compensation received by an employee for services or work results in an organization/company where the reward can be in the form of money or goods, either directly or indirectly. Compensation is in the form of money, meaning that the worker is paid a certain amount of currency for his work. While compensation in the form of goods, means that the worker is paid with certain goods for his services. The term compensation is closely related to financial rewards given to someone on the basis of a work relationship. Usually compensation is given in the form of financial (money) due to monetary expenditures made by an organization. either directly or indirectly. Compensation is in the form of money, meaning that the worker is paid a certain amount of currency for his work. While compensation in the form of goods, means that the worker is paid with certain goods for his services. The term compensation is closely related to financial rewards given to someone on the basis of a work relationship. Usually compensation is given in the form of financial (money) due to monetary expenditures made by an organization. either directly or indirectly. Compensation is in the form of money, meaning that the worker is paid a certain amount of currency for his work. While compensation in the form of goods, means that the worker is paid with certain goods for his services. The term compensation is closely related to financial rewards given to someone on the basis of a work relationship. Usually compensation is given in the form of financial (money) due to monetary expenditures made by an organization. The term compensation is closely related to financial rewards given to someone on the basis of a work relationship. Usually compensation is given in the form of financial (money) due to monetary expenditures made by an organization. The term compensation is closely related to financial rewards given to someone on the basis of a work relationship. Usually compensation is given in the form of financial (money) due to monetary expenditures made by an organization.

According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "the attitude of a person's willingness and willingness to obey and obey the regulatory norms that apply around him.. Related to the success of a company or organization, every communication process that takes place between individuals will result in influence that supports the performance of employees. Because it is related to the achievement of organizational goals and the sustainability of the organization, employees are required to work optimally. The Medical Doctor and Nurse is a professional educator who educates,

teaches a science, guides, trains, gives assessments, and evaluates students. Someone who has devoted himself to teaching a science, educating, directing, and train their students to understand the knowledge they teach. In this case, the Medical Doctor and Nurse does not only teach formal education, but also other education and can become a role model for his students. From this explanation, we can understand that the role of the Medical Doctor and Nurse is very important in the process of creating a quality next generation, both intellectually and morally.

LITERATURE REVIEWS

Compensation

Compensation is everything that employees receive as remuneration that is able to provide satisfaction to employees for the work that has been completed. Compensation is divided into two types of financial compensation and non-financial compensation. Inadequate compensation reduces employees' sense of organizational commitment, job satisfaction and work motivation (Fatimah, 2013).

Performance

According to Anwar Prabu Mangkunegara (2009) argues that: "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". According to Sedarmayanti (2011) reveals that: "Performance is a translation of performance which means the work results of an employee, a management process or an organization as a whole, where the work results must be shown concretely and can be measured (compared to predetermined standards).)" Based on the definitions above, it can be stated that performance is a work result achieved by an employee in accordance with predetermined standards and criteria within a certain period of time.

Work Discipline

According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. From the understanding of communication above, it can be concluded that communication is a process of sending and receiving messages that occur between sources and recipients and then produce an understanding that can affect one another.

METHODS

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to study and draw conclusions (Sugiyono, 2017). In this study, the population was 40 Medical Doctor and Nurses at SMP Negeri 2Air Putih, Batubara Regency. Because the target population was less than 100, the sampling technique used was the census method, where the entire population, totaling 40 Medical Doctor and Nurses at SMP Negeri 2Air Putih, Batubara Regency, was sampled in this study.

Data collection techniques by conducting a review study of books, literature, records, and reports that have something to do with the problem being solved.

RESULTS AND DISCUSSION

Multiple Linear Regression Testing

Multiple Linear Regression Results

Model	Coefficients ^a						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF	
	B	std. Error	Betas					
(Constant)	4,393	1687		2,603	013			
X_compensation	.324	.110	.403	2,939	006	.566	1,767	
Discipline_Work_Y1	.435	.132	.452	3,294	002	.566	1,767	

a. Dependent Variable: Performance_Guru_Y2

Based on these results, the multiple linear regression equation has the formulation: $Y2 = a + b1X + b3Y1 + \epsilon$, so that the equation is obtained:

$$Y2 = 4.393 + 0.324 X + 0.435 Y1 + \epsilon$$

The description of the multiple linear regression equation above is as follows:

- The constant value (a) of 4.393 indicates the magnitude of Medical Doctor and Nurse Performance (Y2) if Compensation (X) and Work Discipline (Y1) are equal to zero.
- The regression coefficient value of Compensation (X) (b1) is 0.324 indicating the magnitude of the role of Compensation (X) on Medical Doctor and Nurse Performance (Y2) assuming the variable Work Discipline (Y1) is constant. This means that if the Compensation factor (X) increases by 1 value unit, it is predicted that Medical Doctor and Nurse Performance (Y2) will increase by 0.324 value units assuming Work Discipline (Y1) is constant.
- The regression coefficient value of Work Discipline (Y1) (b3) is 0.435 indicating the large role of Work Discipline (Y1) on Medical Doctor and Nurse Performance (Y2) assuming the variable Compensation (X) is constant. This means that if the Work Discipline factor (Y1) increases by 1 value unit, it is predicted that Medical Doctor and Nurse Performance (Y2) will increase by 0.435 value units assuming constant Compensation (X).

t test (Partial)

Partial Test (t) Equation 1

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
	B	std. Error	Betas			

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	B	std. Error	Betas			tolerance	VIF
(Constant)	7,265	1,707		4,256	.000		
X_compensation	.551	.102	.659	5,399	.000	1,000	1,000

a. Dependent Variable: Discipline_Work_Y1

Hypothesis test of the effect of the Compensation variable (X) on the Work Discipline variable (Y1).

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

- 1) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig. > 0.05 .
- 2) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05 .

From the table above, a tcount value of 5.399 is obtained with $\alpha = 5\%$, ttable (5%; nk = 38) obtained a ttable value of 1.685. From this description it can be seen that tcount (5.399) $>$ ttable (1.685), likewise with a significance value of 0.00 $<$ 0.05, it can be concluded that the first hypothesis is accepted, meaning that the compensation variable (X) has a positive and significant effect on work discipline (Y1).

Partial Test (t) Equation 2

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF
	B	std. Error	Betas				
(Constant)	4,393	1687		2,603	013		
X_compensation	.324	.110	.403	2,939	006	.566	1,767
Discipline_Work_Y1	.435	.132	.452	3,294	002	.566	1,767

a. Dependent Variable: Performance_Guru_Y2

Hypothesis Test of the effect of Compensation (X) on Medical Doctor and Nurse Performance (Y2)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

- a) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig. > 0.05
- b) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

From the table above, a tcount value of 2.939 is obtained. With $\alpha = 5\%$, ttable (5%; nk = 38) a ttable value of 1.685 is obtained. From this description it can be seen that tcount (2.939) $>$ ttable (1.685), and its significance value is 0.00 $<$ 0.05, it can be concluded that the second hypothesis is accepted, meaning that compensation (X) has a positive and significant effect on Medical Doctor and Nurse performance (Y2).

Hypothesis Test of the effect of Work Discipline (Y1) on Medical Doctor and Nurse Performance (Y2)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

- a) Accept H_0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or $Sig. > 0.05$
- b) Reject H_0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or $Sig. < 0.05$

From the table above, a t_{count} value of 3.294 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 38$) obtained a t_{table} value of 1.685. From this description it can be seen that t_{count} (3.294) $>$ t_{table} (1.685), and its significance value is $0.00 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that work discipline (Y1) has a positive and significant effect on Medical Doctor and Nurse performance (Y2).

Direct and Indirect Relations

No	Variable	Direct	Indirects	Total	Criteria	Conclusion
1	Compensation (X)	0.403	0.659	-	Significant	As Independent Variable
2	Work Discipline (Y1)	0.452	-	0.297	Significant	As an Intervening Variable

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. The things proposed state that: From the table above, a t_{count} value of 5.399 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 38$) obtained a t_{table} value of 1.685. From this description it can be seen that t_{count} (5.399) $>$ t_{table} (1.685), Likewise with a significance value of $0.00 < 0.05$, it can be concluded that the first hypothesis is accepted, meaning that the compensation variable (X) has a positive and significant effect on work discipline (Y1).
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3. From the table above, a t_{count} value of 3.294 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 38$) obtained a t_{table} value of 1.685. From this description it can be seen that t_{count} (3.294) $>$ t_{table} (1.685), and its significance value is $0.00 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that work discipline (Y1) has a positive and significant effect on Medical Doctor and Nurse performance (Y2).

4. In the picture above the path analysis shows the direct effect of variable X on variable Y2 of 0.403. While the indirect effect through the Y1 variable is $0.659 \times 0.452 = 0.2978$, the calculation results obtained show that the indirect effect through the Y1 variable is greater than the direct effect on the Y2 variable.

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