The Influence Of Work Discipline And Compensation On Employee Performance In PT Sinar Abadi South Tangerang

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Abstract. The purpose of this study was to determine the effect of work discipline and compensation on the performance of employees of PT Sicepat Ekspres Indonesia, Siliwangi Branch, South Tangerang, either partially or simultaneously. This type of research is associative with a sample of 60 respondents. Based on the test results of the coefficient of determination, the R Square value is 0.771, it can be concluded that the Work Discipline and Compensation variables affect the Employee Performance variable by 77.1% while the remaining (100 - 77.1%) = 22.9% is influenced by other factors that were not done in this study. Based on the test results on the first hypothesis, the value of t count > t table or 11.133 > 2.00172 is confirmed by the Sig value. < 0.05 or 0.000 < 0.05. Thus, H0 is rejected and H1 is accepted, this indicates that partially the Work Discipline variable has a significant influence on Employee Performance at PT Sicepat Ekspres Siliwangi Branch, South Tangerang. Based on the test results on the second hypothesis, the value of t count > t table or 7.220 > 2.00172 is confirmed by the Sig value. < 0.05 or 0.000 < 0.05. Thus, H0 is rejected and H2 is accepted, this shows that partially the compensation variable has a significant effect on employee performance at PT Sicepat Ekspres, Siliwangi Branch, South Tangerang. Based on the results of testing the third hypothesis, the value of Fcount > Ftable or 66.132 > 3.16 is also reinforced by the ρ value < Sig. 0.05 or 0.000 < 0.05. Thus, H0 is rejected and H3 is accepted, this indicates that simultaneously the variables of Work Discipline and Compensation have a significant influence on Employee Performance at PT Sinar Abadi South Tangerang.
Keywords: *Work Discipline and Compensation, Employee Performance*

INTRODUCTION

In the current era of globalization, quality human resources are needed because the progress and decline of the Company is an organization that operates in the business sector, both services and goods, where this organization develops with the profits obtained. Towards the era of globalization, companies are required to face more competitive competition both with the market domestic and foreign markets. It is undeniable that the Expedition Service business is currently the business with the highest level of competition.

To face the competition, every organization must have competent human resources to improve the quality and quality in the organization to advance its business. In essence, human resources are the most important factor as a driver in the implementation of all company activities based on the ability and creativity they have as a need to achieve company goals. The success or failure of a company will usually be known from the company's ability to manage the human resources it has so that all desired goals are achieved.

The company's goals are achieved not only depending on complete equipment and facilities and infrastructure, but more on the human factor in achieving a goal. Every employee who has high and good performance can contribute to achieving the goals and targets set by the company .

The low level of employee performance in a company can be seen from the amount of salary or benefits given by the company with the large amount of work responsibility carried out, in addition to the level of attendance at work which is caused by the lack of employee work discipline and ineffective use of time in carrying out work is also said to be a low level of employee performance.

Considering the very important strategic role of human resources, companies must utilize their human resources as effectively as possible in order to have good performance. One of them is by improving employee performance by providing appropriate compensation as a reward for employees for their efforts to the company, this is because everyone who works has a motive to get profit or benefits in working.

Compensation is all income in the form of money, goods directly or indirectly received by employees as compensation for services provided to the company. Compensation programs reflect the organization's efforts to maintain its human resources. Providing better compensation will encourage employees to work better and more productively (Hasibuan, 2012:118).

In addition to compensation, improving employee performance can also be done by creating work discipline, because well-managed work discipline will result in employee compliance with various organizational regulations aimed at improving performance.

The role of leadership in managing the discipline of each employee is also needed as a reference for all employees to have the awareness to implement the rules and regulations applied by the company, the high level of employee awareness of the rules and regulations will then foster enthusiasm in working so as to improve performance.

Compensation is a sensitive matter when associated with the feasibility of meeting needs, especially with the increasing level of current needs so that the salary given is still considered insufficient. Fair compensation is needed by every employee because with a fair distribution of compensation, employees feel appreciated for the efforts they have devoted to the company. The compensation given by PT Sicepat Ekspres Siliwangi Branch, South Tangerang is in the form of salary, allowances and facilities. These allowances are in the form of health and life allowances and facilities in the form

of private vehicles given to employees who have special positions. However, based on the results of interviews with several employees regarding the provision of salaries mentioned above, they said that the salary given was not in accordance with the responsibilities of the work they do and the salary was considered insufficient to meet their current needs.

LITERATURE REVIEW

According to Afandi (2018:1) Management is working with people to achieve organizational goals by implementing the functions of planning, organizing, staffing, directing and leading, and controlling. Management is a unique process, consisting of planning, organizing, moving, and controlling actions carried out to determine and achieve predetermined goals through the use of human resources and other resources.

According to Firmansyah (2018:4) management is the art and science of planning, organizing, arranging, directing and supervising human resources to achieve predetermined goals. Meanwhile, according to Sarinah & Mardalena (2017:7) management is a process in order to achieve goals by working together through people and other organizational resources.

According to Hasibuan (2016:10), human resource management is the science and art of managing relationships and the roles of workers to effectively and efficiently help achieve the goals of the company, employees and society.

Ardana (2014:5) states that human resource management is the process of utilizing humans as workers in a humane manner, so that all their physical and psychological potential functions optimally to achieve goals.

Good discipline reflects the extent of a person's responsibility towards the tasks given to him. This encourages work passion, work spirit and the realization of the goals of the employee company, and society in general. Through discipline will reflect strength, because usually someone who is successful in his work, his studies are usually those who have high discipline.

According to Zainal (2017:599), work discipline is a tool used by managers to communicate with employees so that they are willing to change their behavior and as an effort to increase awareness and willingness of a person to obey all company regulations and applicable social norms.

Compensation management in a company organization is very important. Employees who have competent abilities in their fields will certainly receive compensation that is commensurate with the employee's performance. The level of compensation that will be received by each employee will certainly be different. According to Wibowo (2016:271) compensation is the amount of package offered by the organization to workers in return for the use of their labor. According to Widodo (2016:155) compensation is a form of payment in the form of benefits and incentives to motivate employees to increase work productivity.

According to Hasibuan (2016:119) Compensation is all income in the form of money, goods directly or indirectly received by employees as compensation for services provided to the company. The establishment of an effective compensation system is an important part of human resource management because it helps attract and retain talented jobs. In addition, the company's compensation system has an impact on strategic performance.

Performance comes from the word job performance or actual performance which means work achievement or actual achievement achieved by someone. The definition of performance (work achievement) is the work results in terms of quality and quantity achieved by an employee in carrying out his functions according to the responsibilities given to him.

According to Sedarmayati (2016:260) stated that performance is a translation of performance which means the work results of a worker, a management process or an organization as a whole, where the work results must be able to be shown concretely and can be measured. Meanwhile, according to Wibowo (2014:7) stated that performance is about doing work and the results achieved from the work.

RESEARCH METHODOLOGY

This type of research is associative, according to Sugiyono (2015:44) "Associative research aims to determine the influence or relationship between two or more variables". The approach in this study is to use a quantitative approach. According to Sugiyono (2015:13) "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical with the aim of testing the established hypothesis." The sampling technique in this study used saturated sampling, namely the entire population was used as a sample, namely 60 respondents.

RESULTS AND DISCUSSION
Multiple Linear Regression Test

This regression test is intended to determine how much influence the variables X1 and X2 have on the variable Y. In this study, Work Discipline (X1) and Compensation (X2) on Employee Performance (Y) both simultaneously. The following are the results of regression processing with SPSS Version 26 which can be seen in the following table:

Table 1. Multiple Linear Regression Test Results
Coefficients ᵃ

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	6,570	2,760		2,380	.021
	Work Discipline	.628	.090	.608	6,940	.000
	Compensation	.170	.046	.323	3,690	.001

a. Dependent Variable: Employee Performance
Source: SPSS 26 data processing

Based on the results of the multiple linear regression calculation analysis in the table above, the regression equation Y = 6.570 + 0.628X1 + 0.170X2 can be obtained. From the equation above, it can be concluded as follows:

a) The constant value of 6,570 means that if the Work Discipline (X1) and Compensation (X2) variables are not considered, the Employee Performance (Y) value will increase by 6,570 points.

b) The Work Discipline Value (X1) of 0.628 means that if the constant remains the same and there is no change in the Compensation variable (X2), then every 1 unit change in the Work Discipline variable (X1) will result in an increase in Employee Performance (Y) of 0.628 points.

c) The Compensation Value (X2) of 0.170 means that if the constant remains the same and there is no change in the Work Discipline variable (X1), then every 1 unit change in the Compensation variable (X2) will result in an increase in Employee Performance (Y) of 0.170 points.

Correlation Coefficient Test (r)

The correlation coefficient test is intended to determine the level of strength of the relationship between the independent variable and the dependent variable.

Table 2. Correlation Coefficient Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 a	.771	.660	3.145

a. Predictors: (Constant), Compensation, Work Discipline
Source: SPSS 26 data processing

Based on the results of the correlation coefficient analysis (r) in the table above, the correlation coefficient R value was obtained as 0.819 where the value is in the interval 0.800 - 1.000, meaning that the Work Discipline and Compensation variables have a very strong relationship with Employee Performance .

Analysis of Determination Coefficient (R^2)

The analysis of the coefficient of determination is intended to determine the percentage of the strength of the influence between the independent variables on the dependent variables, both partially and simultaneously.

Table 3. Results of the Determination Coefficient Test (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 a	.771	.660	3.145

a. Predictors: (Constant), Compensation, Work Discipline
Source: SPSS 26 data processing

Based on the test results in the table above, the R Square value obtained is 0.771, so it can be concluded that the Work Discipline and Compensation variables have an effect on the Employee Performance variable of 67.1%, while the remaining (100 - 67.1%) = 32.9% is influenced by other factors that were not carried out in this study.

Partial Hypothesis Test (t-Test)

Hypothesis testing of Work Discipline (X1) and Compensation (X2) variables on Employee Performance (Y) was conducted using a t-test (partial test). In this study, a significance criterion of 5% (0.05) was used by comparing the calculated t value with the t table, as follows:

a. If the calculated t value < t table: it means H01 is accepted and Ha1 is rejected.

b. If the calculated t value > t table: it means H01 is rejected and Ha1 is accepted.

The criteria are said to be significant if the t count value > t table or ρ value < Sig.0.05. The results of data processing using the SPSS Version 26 program, with the following results:

Table 4. Partial Hypothesis Test Results (t-Test) of Work Discipline Variable (X1)
On Employee Performance (Y)
Coefficients [a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	8,854	2,968		2.983	.004
	Work Discipline	.794	.087	.770	11.133	.000

a. Dependent Variable: Employee Performance
Source: SPSS 26 data processing

Based on the test results in the table above, the calculated t value is obtained > t table or (9.184 > 2.00172) This is also reinforced by the Sig. value < 0.05 or (0.000 < 0.05). Thus, H0 is rejected and H1 is accepted, this shows that partially the Work Discipline variable has a significant influence on Employee Performance at PT Sinar Abadi Tangerang Selatan.

Table 5. Partial Hypothesis Test Results (t-Test) Compensation Variable (X2)
On Employee Performance (Y)
Coefficients [a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	20,419	2,568		7,952	.000
	Compensation	.330	.054	.627	7.220	.000

a. Dependent Variable: Employee Performance
Source: SPSS 26 data processing

Based on the test results in the table above, the calculated t value is obtained > t table or (6.130 > 2.00172) This is also reinforced by the Sig. value < 0.05 or (0.000 < 0.05). Thus, H0 is rejected and H2 is accepted, this shows that partially the Compensation variable has a significant influence on Employee Performance at PT Sinar Abadi Tangerang Selatan.

Simultaneous Hypothesis Testing (F Test)

To test the influence of the variables of Work Discipline and Compensation simultaneously on Employee Performance, the F statistical test (simultaneous test) with a significance of 5% was carried out. In this study, the significance criterion of 5% (0.05) was used, namely comparing the calculated F value with the F table with the following provisions:

a. If the calculated F value < F table: it means H03 is accepted and Ha3 is rejected.
b. If the calculated F value > F table: it means H03 is rejected and Ha3 is accepted.

To determine the size of Ftable, it is searched with the provision df = (nk-1), then obtained (60-2-1) = 57, so Ftable = 3.16. The criteria are said to be significant if the Fcount value > Ftable or ρ value < Sig.0.05.

Table 6. Results of Simultaneous Hypothesis Testing (F Test)

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1149.967	2	574,984	66,132	.000 [b]
	Residual	563,633	57	9.888		
	Total	1713.600	59			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Compensation, Work Discipline
Source: SPSS 26 data processing

Based on the test results in the table above, the Fcount value is obtained > Ftable or (58.148 > 3.16), this is also reinforced by the ρ value < Sig. 0.05 or (0.000 < 0.05). Thus, H0 is rejected and H3 is accepted, this shows that simultaneously the variables of Work Discipline and Compensation have a significant influence on Employee Performance at PT Sinar Abadi Tangerang Selatan.

DISCUSSION

1. Based on the results of the correlation coefficient analysis (r), the R value of the correlation coefficient is 0.770, where the value is in the interval of 0.600 - 0.799, meaning that the Work Discipline variable has a strong relationship with Employee Performance. The results of the determination coefficient test obtained an R Square value of 0.593, so it can be concluded that the Work Discipline variable has an effect on the Employee Performance variable of 59.3% while the rest of (100 - 59.3%) = 40.7% is influenced by other factors that were not carried out in this study. Based on the results of testing the first hypothesis, the t count value> t table or (9.184> 2.00172) was obtained. This is also reinforced by the Sig. value <0.05 or (0.000 <0.05). Thus, H0 is rejected and H1 is accepted, this shows that partially the Work Discipline variable has a significant effect on Employee Performance at PT Sinar Abadi Tangerang Selatan. These results are in line with the research of Meddy Nurpratama, 2019 where the results of the study showed

that there is a significant influence of work discipline on employee performance as evidenced by the t count value> t table, namely 8.150> 1.701 and a significance value of 0.001 <0.05.

2. Based on the results of the correlation coefficient analysis (r), the R value of the correlation coefficient is 0.627, where the value is in the interval of 0.600 - 0.799, meaning that the Compensation variable has a strong relationship with Employee Performance. The results of the determination coefficient test obtained an R Square value of 0.393, so it can be concluded that the Compensation variable has an effect on the Employee Performance variable by 39.3% while the rest of (100 - 39.3%) = 60.7% is influenced by other factors that were not carried out in this study. Based on the results of testing the second hypothesis, the t count value> t table or (6.130> 2.00172) was obtained. This is also reinforced by the Sig. value <0.05 or (0.000 <0.05). Thus, H0 is rejected and H2 is accepted, this shows that partially the Compensation variable has a significant effect on Employee Performance at PT Sinar Abadi Tangerang Selatan. These results are in line with the research of Puadi Purbawi et al., 2022 where the results of the study showed that Compensation has a significant effect on Employee Performance as indicated by a significance level of 0.001, this value is smaller than 0.05 (0.001 <0.05) with a calculated t value of 3.551, this value is greater than the t table of 1.98827 (3.551> 1.98827). So it can be said that H_0 is rejected, H_2 is accepted. So compensation has a significant effect on employee performance.

3. Based on the results of the correlation coefficient analysis (r), the R value of the correlation coefficient is 0.819 where the value is in the interval of 0.800 - 1.000, meaning that the variables of Work Discipline and Compensation have a very strong relationship with Employee Performance. The results of the test on the determination coefficient test obtained an R Square value of 0.771, so it can be concluded that the variables of Work Discipline and Compensation have an effect on the Employee Performance variable by 67.1% while the rest of (100 - 67.1%) = 32.9% is influenced by other factors that were not carried out in this study. Based on the results of the third hypothesis test, the Fcount value> Ftable or (58.148> 3.16) was obtained, this is also reinforced by the ρ value <Sig. 0.05 or (0.000 <0.05). Thus, H0 is rejected and H3 is accepted, this shows that simultaneously the variables of Work Discipline and Compensation have a significant effect on Employee Performance at PT Sinar Abadi Tangerang Selatan. These results are in line with research by Viktor Tamba et al., 2021, where the results of the study showed that work discipline and compensation had a significant simultaneous effect on employee performance.

CONCLUSION

1. Based on the results of testing the first hypothesis, it was found that partially the Work Discipline variable has a significant influence on Employee Performance at PT Sinar Abadi Tangerang Selatan.
2. Based on the test results on the second hypothesis, it shows that partially the Compensation variable has a significant influence on Employee Performance at PT Sinar Abadi Tangerang Selatan.

3. Based on the results of the third hypothesis test, it shows that simultaneously the variables of Work Discipline and Compensation have a significant influence on Employee Performance at PT Sinar Abadi Tangerang Selatan.

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