

## **Compensation and Work Discipline's Effects on Employee Achievement at Perumda Pasar Juara**

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### **Abstrak**

Perumda Pasar Juara is a company that offers traditional market services. According to survey, there are several problem phenomena that occur in the company where employees are currently considered not to be able to perform well at work so that they cannot complete all of the tasks assigned to them. This is due to poor employee discipline, which precludes employees from executing multiple tasks assigned to them on time. Moreover, compensation is thought to influence employee performance so when pay is calculated to be standard, making employees lazy to work and eager to find jobs with higher pay. As a research collect data. A Likert scale is employed in the data collection technique.

**Kata kunci:** Work Discipline, Compensation, Work Performance

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## **BACKGROUND**

Employees or human resources are increase company productivity, so employees can be deemed one of the company's most valuable assets. As a result, good employee management and retainment are necessary. As a result, the concept of managing and retaining employees is crucial in business. Each employee has specific responsibilities in the company and is expected to carry them out in order for the company's goals to be met. If there are no qualified and adequate employees, it is likely that the company will also fail to achieve the goals to be achieved or will achieve the goals in a longer time than expected.

The company is also obligated to assist employees in realizing their potential because employees who realize their potential are more productive at work. To achieve company goals effectively and efficiently, the tasks assigned to employees must also be properly designed. Improving the work performance of the company's employees can also contribute to the company's success. Companies can also improve

employee performance by observing various factors that affect or slow down exceptional employees at work.

Perumda Pasar Juara is a traditional market services company with 37 traditional markets in Bandung. According to the survey, there are several problem phenomena that occur in the company where employees are currently considered not to be able to perform well at work so that they cannot complete all of the tasks assigned to them. This is due to poor employee discipline, which prevents employees from completing various tasks assigned to them on time. Furthermore, compensation is thought to affect employee performance when the compensation given is calculated to be standard so that employees become lazy to work and want to find jobs with higher pay.

## LITERATUR REVIEW

(Susanto, 2017) explains that compensation is all forms of rewards, both financial and non-financial, such as wages, salaries, allowances, bonuses, meal allowances, guaranteed overtime pay and incentives given to employees as compensation or remuneration for performing organizational tasks. (Sutrisno, 201) said that in general, compensation can be measured by several things, namely:

- 1) Living Cost
- 2) Company Capabillity Level
- 3) Work and Big responsibilities

Work performance is often also interpreted as performance. Work performance is commonly interpreted as performance. Work success is measured as a person's ability to perform a task assigned to him based on his skills, experience, sincerity, and time constraints. 2020 (Hartati).

- 1) Mental Agility
- 2) Attitude
- 3) Discipline of time and attedance

## METHOD

### 2.1. Population and Sampling

The population, according to (Qamar and Rezah, 2020), is a collection of research objects that are the subject of research observations. However, because the population is sometimes too large, a technique is required so that it is not completely observed or observed, using a sample or sampling technique. As a result, the sample is a subset of the population units chosen as sampling based on scientific considerations.

In this study, researchers used the entire company's workforce as the research population, which amounted to 66 employees. Which will be used as a research sample for each population in the study, for a total of 66 research samples in the study.

### 2.2. Method Of Collecting Data

Used to collect data from parties involved in the problem. According to (Miaz et al, 2020), a questionnaire is a list of questions divided into several categories. According to (Karyanti, 2018), the author uses a Likert scale to assess respondents'. Each item on the Likert scale has five answer choices, which are as follows::

- 1) Doubtful (RR) with a value scale of 3
- 2) Disagree (TS) on a scale of 2
- 3) Disagree (STS) on a scale of 1 to 5

### 2.3. Validates and Reliabilities Test

In order for data processing results to be more precise and accurate, the obtained data must be tested for accuracy and reliability. As a result, knowing the validity and reliability of the measuring instrument (instruments) used here is critical. According to the definition of the validity test, it is a measure that shows the levels of validity of an instrument so that the data extracted and collected during the study is guaranteed to be stable (Rejeki, 2019). According to (Fathoroni et al, 2020), the validity test is used to demonstrate how well a measuring instrument measures what is being measured. To assess the validity, the Pearson Bivariate correlation test with a significance level of 0.05 was used. The statement item is said to be valid if the value of  $r_{count} > r_{table}$  with  $df = N-2$  and a significant level of 5%.

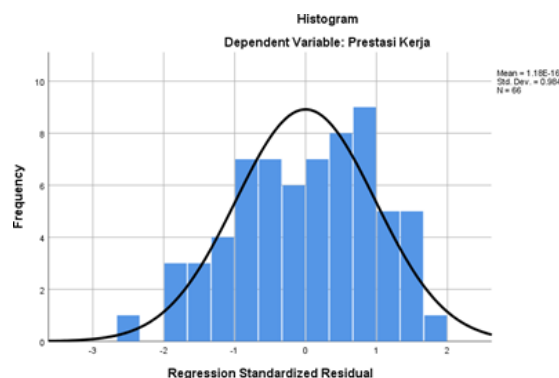
According to (Sudarto et al, 2019), the reliability test seeks to determine the extent to which measurement results remain consistent after being performed twice or more on the same symptoms using the same measuring instrument. Cronbach Alpha is the method used to calculate reliability. Cronbach Alpha  $> 0.6$  indicates that the study's criteria are reliable.

## RESULT AND DISCUSSION

### 4.1. Normalitas T

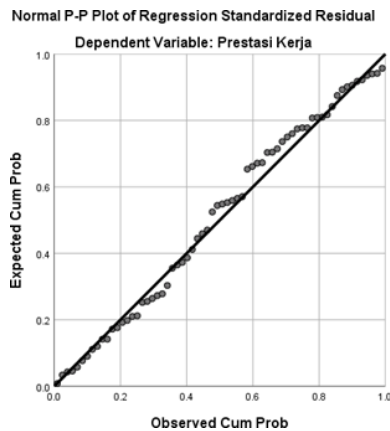
The normality test is used to determine the normality of the data, with the goal of determining whether the residuals will be distributed normally and independently if there is normality, according to (Hasanuddin, 2020). Using graphical analysis and statistics generated by regression calculations.

- 1) Histogram  
If the histogram graph follows a normal curve that Forms Mountains or bells,
- 2) Probability Plot of Regression  
The data will be considered normally distributed if the graph form Normal Probability Plot of Regression tries to follow the normal diagonal line.



The line in the image above forms a bell, neither to the left nor to the right. This demonstrates that the data are normally distributed and meet the assumption of normality

### Normal Probability Plot Of Regression Graphic.2



### Normal Probability Plot Of Regression Graphic.2

Based on the image above, it is clear that the data (dots) spread around and follow the diagonal line. As a result of the illustration, the residuals of the regression model are normally distributed. According to (Riyanto and Hatmawan, 2020), when performing the normality test with graph analysis, researchers are frequently perplexed as to whether the data is normally distributed or not. To avoid misinterpretations from reading the graphs, it is necessary to perform statistical tests for normality tests in addition to the graph analysis test. The non-parametric Kolmogorov Smirnov statistical test (K-S) can be used to determine residual normality; if the value of sig > 0.05, the residual data is normally distributed; if the value of sig 0.05, the residual data is not normally distributed.

**Tabel 1. Smirnov Test**

		Residual
N		67
Parameters Normal <sup>a,b</sup>	M	.0000001
	Deviation	2.84824467
MOD	Absolute	.081
	Positive	.056
	Negative	-.083
Statistic T		.083
Asymp. (2-tailed)		.200 <sup>c,d</sup>

Source: 2022

### Multikolinearitas Test

According to (Supriadi, 2020), the multicollinearity test seeks to determine whether the independent variables in the regression model have a high or perfect correlation. The regression coefficient of the independent variable can be determined if the multicollinearity between variables is not perfect but high, but it has a high standard error value, which means that the value of the regression coefficient cannot be estimated accurately. To indicate the presence of multicollinearity, a tolerance of 0.1 or greater than the Variance Inflation Factor (VIF) value > 10 is commonly used as a cutoff value.

### Linearity Test.2

		Coefficients <sup>a</sup>				Collinearity	
		Unstandardized	Standardized				
Model		Coefficients		t	Sig.	Statistics	
		B	Std. Error			Tolerance	VIF
1	(Constant)	.138	3.355	.041	.967		
	Work Performance	.207	.073	.289	.006	.840	1.191
	Kompensasi	.556	.078	.727	.000	.840	1.191

a. Dependent Variable: Work Performance

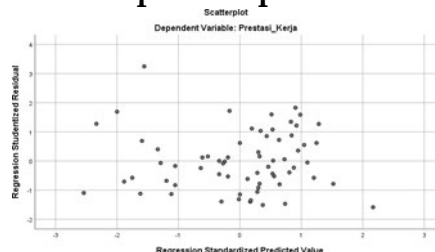
**Source: 2022, Research Result**

Based on the table above, it can be seen that all variables have a tolerance value of more than 0.1 and a VIF value of less than 10 which can be concluded that there is no problem in the multicollinearity test.

### Heteroskedastisitas Test

The heteroscedasticity test is used to determine whether there is a variance inequality between the residuals of one observation and the residuals of another observation in the regression model (Riyanto and Hatmawan, 2020). A scatterplot is used in the measurement method to identify heteroscedasticity and vice versa if there is a specific pattern, such as points that form a certain regular pattern. If there is no clear pattern and the points on the Y axis are spread above and below the number 0, there is no heteroscedasticity.

### Scatterplot Graphic.3



The scatterplot graph shows that the points are distributed randomly and do not form a clear pattern, and that they are distributed both above and below zero on the Y axis. This means that the regression model has no heteroscedasticity and can be used to predict achievement based on independent variable input.

### Hyphotesis Simultan F

According to (Setyadi and Desmawan, 2021), the F statistical test determines whether all independent or independent variables included in the model have a joint effect on the dependent variable. The steps in the F statistical test at 95% confidence level with degrees of freedom  $df_1 = (k-1)$  and  $df_2 = (n-k)$ . In this study, the value of Fcount will be compared to the value of Ftable at a significant level  $(\alpha) = 5\%$ . The following are the criteria for evaluating the hypothesis in this F test:

**Table Result F**

ANOVA Test						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	426.278	2	213.139	25.110	.000 <sup>b</sup>
	Residual	534.752	63	8.488		
	Total	961.030	65			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Compensation, Work						

Source: Research Result, 2022

Based on the table above, it is known that the value of Fcount (25.110) > Ftable (3.14) with a significant level of 0.00 0.05, implying that there is a significant effect between work discipline and compensation on work performance.

### Parsial Hypotesis T

According to (Riyanto and Hatmawan, 2020), this t-test is also known as a partial test because it aims to test the partial significant effect between the independent variable and the dependent variable. In this study, the calculated t value will be compared to the t table value at a significant level () = 5%. In this t-test, the hypothesis is accepted if tcount ttable and rejected if tcount > ttable.

1	(Constant)	.137	3.577	.032	.961		
	Work	.216	.062	.278	2.711	.006	.841
	Dispenntation						
	Compensation	.544	.061	.716	7.076	.000	.841
a. Dependent Variable: Work Performance							

Source: Research Result, 2022

The table above shows that:

- 1) On the work discipline variable (X1), the value of tcount (2.820) > ttable (1.997) with a significance of 0.006 0.05 indicates that work discipline has a significant positive effect on work performance.
- 2) It can be seen in the compensation variable (X2) that the value of tcount (7.087) > ttable (1.997) with a significance of 0.000 0.05, implying that

### CONCLUSION

Researchers can draw the following conclusions from the findings of this study: Work discipline has a positive and significant impact on employee performance at Perumda Pasar Juara. Compensation has a positive and significant impact on employee performance at Perumda Pasar Juara. Work discipline and compensation have a positive and significant impact on the work performance of employees at Perumda Pasar Champion.

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