THE INFLUENCE OF COMPENSATION, WORK MOTIVATION, AND WORK DISCIPLINE ON THE PERFORMANCE OF PT MARINAL EMPLOYEES

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Abstract:
This study aims to find out and analyze the effect of compensation, work motivation, and work discipline on the performance of PT Marinal's employees. This study uses primary data through distributing questionnaires. The population in this study is 84 employees. The sampling technique is using saturated sampling technique in which the population of employees of PT Marinal is used as a sample. The analytical method used is multiple linear regression analysis using the SPSS 23 program. The results of the study show that there is a positive and significant effect between compensation and employee performance, work motivation has a positive and significant effect on employee performance, and work discipline has a positive and significant effect on employee performance.

Keywords: *Compensation; Work motivation; Work Discipline; Employee performance.*

INTRODUCTION

Organizational growth is influenced by the success of human resources in developing organizational goals. Harnessing the potential and developing existing resources is an important growth factor and should be the top priority of every company. Especially in the current era of globalization, businesses face fierce competition and must be able to adapt to survive. Therefore, skilled, creative, innovative, highly competitive and high-performance human resources are needed to overcome these challenges.

Human resources are recognized as valuable assets in the sustainable development and growth of a company. Human resources in the context of organizations have a very important role (Wijaya, 2018) Human Resources is the most complex business problem because it can affect the performance of other resources, thus creating increased efficiency, effectiveness and productivity. Therefore, human resources can be considered as an important factor that contributes to the success of an organization or company in achieving its goals. The success of an organization depends largely on the ability of its employees to carry out and carry out the tasks given.

Organizations that experience success must be greatly influenced by the performance of each of their employees. In Performance employees have a very important role in achieving company goals. The better the quality of human resources, the better the company's performance. Conversely, the lower the quality of human resources owned by the company, the lower the company's performance. Performance or work performance defined by Mangkunegara (2018; 67) is as a result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities imposed on him.

There are factors that affect the creation of employee performance, such as compensation, work motivation, and work discipline that must be properly accommodated and accepted by all

employees in the company. So the company must be able to make efforts in generating employee performance in order to pocket the company's goals and guard the company's existence in line with the vision and mission carried.

Compensation refers to all forms of rewards vacated by employees in return for the work they do (Bahri, 2022). Each company has a different compensation system, which is tailored to the vision, mission, and goals of the organization. According to Kurniawan (2020) in (Bahri, 2022), compensation is a contribution received by employees for the work they have done. Compensation is an important part for organizations to track human resources, because compensation is one of the motivations of employees at work. For employees, the amount of compensation describes the value of their work among other employees.

According to research conducted by Fahraini & Syarif (2022), there is a significant influence between compensation and employee performance at PT. Nikos Distribution Indonesia. This suggests that increased compensation can improve employee performance, while decreased compensation can decrease employee performance.

Work motivation is a crucial factor in increasing work effectiveness, because individuals who have high work motivation will strive optimally to achieve optimal work results. The goals set by the company will not be achieved if employees do not have the motivation to work together for the benefit of the company. The high motivation of employees is a guarantee for the company's success in achieving its goals.

Work motivation is a person's drive to do certain activities. In the context of organizations, employee motivation is a complex and important issue. This is supported by the results of research conducted by (Noverhadi, 2021) showing that work motivation has a significant influence on employee performance. Employees who have high motivation at work tend to produce better performance and reach maximum levels. So it is important for organizations to understand the factors that affect employee motivation and provide appropriate rewards to improve their performance.

One important factor in improving performance is work discipline. Work discipline is a concept indicated by an attitude of respect, appreciation, obedience, and compliance with established regulations. Hasibuan (2018) provides a definition of work discipline as a person's awareness and willingness to obey all applicable company regulations and social norms.

In the context of human resource management, discipline has a very important role because it is included in the most important operational function of human resource management. Especially employee attendance This is because the better the employee's work discipline, the better the performance that can be achieved by the organization or company.

Without good discipline, organizations will have difficulty in achieving optimal results. Therefore, it is important for organizations to pay attention to and improve employee work discipline as part of effective human resource management planning, especially regarding employee attendance. This is supported by research conducted by Nazruddinaziz & Mulia (2022) which showed that work discipline has a positive and significant influence on employee performance.

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Table 1 of past research

No	Researchers	Publication Year	Research Title	Research Results
1	Syamsul Bahri	2022	The Effect of Compensation and Work Discipline on the Performance of Gowa District Samsat Office Employees	Based on the results of the study, it can be concluded that compensation and work discipline partially or simultaneously have a positive and significant influence on employee performance at the Gowa District Samsat Office.
2	Riza Noverhadi	2021	Effects of Compensation, Work Environment, and Work Motivation On the Performance of Kerinci District Education Office Employees	This study revealed that compensation variables have a significant influence on employee performance. In addition, the variable of work motivation also has pengaruh yang signifikan to employee performance.Furthermore, simultaneously, the variables of compensation, work environment, and work motivation have an effect and are significant on employee performance.
3	Bobbi Trypena Silalahi, Jamaluddin Jamaluddin, Esteryani Hulu, Alfridus Tumanggor, dan Pandapotan Tampubolon	2022	The Effect of Compensation, Work Discipline and Motivation on Employee Performance of PT. Adira Dinamika Finance, Tbk Medan Branch.	This research results that compensation, work discipline and motivation have a positive and significant influence both partially and simultaneously.
4	Nurliah Desi Parante, Rina, dan Andi Hendra Syam	2022	The Influence Of Compensation, Work Discipline And Work Environment On Employee Performance At The Education And Training Personnel Board Of East Kutai Regency.	Based on partial testing, it shows that compensation, work discipline and work environment affect employee performance at the East Kutai Education and Training Employee Agency.
5	Jufrizen dan Fadilla Puspita Hadi	2021	Effect of Work Facilities and Work Discipline on Employee Performance through Work Motivation.	Shows that work facilities have a positive and significant effect on employee performance; the effect of labor discipline on employee performancepositive and significant; the effect of work motivation on employee performance is positive and significant; the effect of work facilities on work motivation is positive and significant; the influence of work discipline on work motivation is positive and significant; work motivation as a mediator variable does not play a mediating role in the effect of work facilities on employee performance; Work motivation as a mediator does not play a mediating role in the influence of work discipline on employee performance

Hipotesis

H1: Compensation has a positive and significant effect on employee performance at PT Marinal.

H2: Work motivation has a positive and significant effect on employee performance at PT Marinal

H3: Work discipline has a positive and significant effect on employee performance at PT Marinal.

Based on background: 1) Does compensation affect employee performance at PT Marinal? 2) Does work motivation affect employee performance at PT Marinal? 3) Does work discipline affect employee performance at PT Marinal?

The objectives of the benefits of this study are expected to achieve the objectives that have been determined, which are as follows: 1) To determine and analyze the effect of compensation on employee performance at PT Marinal. 2) To determine and analyze the effect of work motivation on employee performance at PT Marinal. 3) To know and analyze the effect of work discipline on employee performance at PT Marinal.

RESEARCH METHODS

The object of this study is employee performance as a dependent variable influenced by compensation, work motivation, and work discipline as dependent variables. This study used primary data sources and secondary data. Primary data is data obtained by researchers directly from respondents by distributing questionnaires to obtain the required data from employees at PT Marinal. Meanwhile, secondary data were obtained from journals, books, articles, and other data related to this study.

The type of data used in this study is quantitative data. Quantitative descriptive research is data obtained from a sample of the study population and then tested according to the statistical methods used. The variables used in this study are Compensation (X1), Work Motivation (X2), Work Discipline (X3) and Employee Performance (Y). The type of data used in this study is Cross Section data. Cross section data is a type of data consisting of variables collected in a number of individuals or categories at one time alias simultaneously.

According to Sugiyono in Imron (2019), population is defined as a generalization area consisting of objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. According to Sugiyono in Imron (2019), part of the number and characteristics possessed by the population. The population used in this study is all employees at PT Marinal which amounts to 84 employees.

The sample is defined as a representative or part of the population to be tested. The sampling technique used in this study is a saturated sampling technique, where the samples used in this study are all employees of PT Marinal totaling 84 people.

The data collection techniques and tools used in this study were questionnaires. This questionnaire is designed and distributed to respondents in the hope of answering all questions in accordance with what is felt and honest. This questionnaire will use a Likert scale. Likert scale according to Sugiyono is a scale used to estimate perceptions, opinions and attitudes of a person or group of people related to social phenomena.

Data analysis method is a method used to analyze data from research results and then with this data analysis method conclusions can be drawn from a study. This study used two data analysis methods, namely descriptive analysis and multiple linear regression analysis.

The descriptive analysis method according to Sugiyono (2015) in (Sabilla &; Wijayangka, 2019) is an analytical method used to describe an object tested through data or samples obtained without intending to create conclusions that apply to the public. In this study analyzed data related to compensation, work motivation, and work discipline on employee performance.

This technique is used to test hypotheses and make generalizations. Testing and estimating the variables that are the focus of this study are compensation, work motivation, and work discipline as independent variables and employee performance as dependent variables.
Uji Validitas

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According to Sugiyono in (Zahra &; Rina, 2018), the validity test shows the degree of accuracy between the data that actually occurs in objects and the data that can be collected by researchers. This validity test is needed to determine whether or not the questionnaire used in the study is valid. In this study, the validity test used SPSS 23.

Reliability Test

A reliability test is a measure that shows the degree of similarity when tested many times the measurement results remain the same, consistent, or reliable. Measurement results are said to be reliable if the results remain the same, consistent, or reliable even though they are measured repeatedly in different times. The reliability test used in this study was Cronbach's alpha (α) using SPSS 23. The questionnaire is considered reliable if the alpha value (α) of a variable is greater than 0.6. The questionnaire is said to be unreliable if the alpa (α) is less than 0.6.

Classical Assumption Test

Classical assumption tests are used to ensure that the regression equations obtained are unbiased, precise, and consistent. This study used four classical assumption tests, namely normality test, multicollinearity test, and heteroscedasticity test.

Normality Test

This test is carried out to find out whether the data taken is normally distributed data. There are two ways to detect it, namely:

a) Statistical Analysis: using non-parametric Kolmogorov-Sminov (K-S) statistical test by hypothesizing:

H0: If the significant value < 0.05 then the data is not normally distributed

H1: If the significant value > 0.05 then the data is normally distributed

Multicollinearity Test

This test aims to determine whether the regression model found a relationship or correlation between independent variables. Multicollinearity can be seen from the value of tolerance and variance inflation factor (VIF). The values commonly used to determine the existence of multicollinearity are tolerance values ≥ 0.10 and VIF values

≤ 0,10.

Heteroscedacity Test

To test whether in the model there is an inequality of variance from the residual of one observation to another, the Heteriskedacity test is used. The way to detect it is to look at the Plot Graph between the predicted value of the dependent variable, ZPRED, and the residual SRESID.

a) If there is a certain pattern, such as the dots forming a certain regular pattern (wavy, widening then narrowing), it indicates heteroscedasticity. b) If there is no clear pattern, and the points spread above and below 0 on the Y-axis, heteroscedasticity does not occur.

In addition to looking at the Plot Graph, you can also use the Glejser test. The Glejser test is performed by progressing the independent variable with its residual absolute value (ABS_RES). If the significance value between the independent variable and the residual absolute is greater than 0.05, it can be concluded that there is no heteroscedasticity problem in this study (Ghozali, 2018: 142).

RESULTS AND DISCUSSION

The Effect of Compensation on Employee Performance.

Based on the results of the tests that have been conducted, it is known that compensation has a unidirectional relationship or positive and significant influence on employee performance

with a calculated value greater than ttable with a significance value of 0.031 greater than 0.05. This shows that the compensation received by PT Marinal employees will affect the work performance produced. So it can be concluded that the higher the compensation given by the company, the higher the performance that can be produced.

Compensation is a reward for services provided by the company to employees for contributing energy and thought for the progress of the company in achieving its goals. Compensation can be in the form of money or other than money that creates peace and pleasure for employees.

PT Marinal in providing overtime pay is still not appropriate. Overtime pay is one of the compensations that can encourage better performance because overtime pay is one of the motivations of employees. If the overtime pay given is appropriate and decent, employees who work overtime will feel happy and because of the rewards they get.

The Effect of Work Motivation on Employee Performance.

Based on the results of the tests that have been carried out, it is known that work motivation has a positive and significant influence on the performance of karaywan with a calculated value greater than ttable with a significance value of 0.010 smaller than 0.05. This means that the work motivation that employees have can affect the performance produced.

Motivation can be defined as the drive that drives a person to perform a particular activity. Employee motivation at work is the fulfillment of needs that make them enthusiastic at work so that performance can increase. When viewed based on descriptive analysis by looking at the mean value of work motivation variables, PT Marinal employees are still not met with physiological needs. This can make employees less motivated so that the resulting performance can decrease.

This research is in line with previous research conducted by Nazaruddinaziz & Mulia (2022); Silalahi et al., (2022); which states that work motivation variables have a positive and significant influence on employee performance.

The Effect of Work Discipline on Employee Performance.

Based on the results of tests that have been carried out, it is known that work discipline has a positive and significant influence on the performance of karaywan with a calculated value greater than ttabel with a significance value of 0.000 smaller than 0.05. This means that the higher the level of work discipline that employees have, the more increased performance that can be produced.

Work discipline is a concept that refers to the attitude and behavior of individuals in carrying out duties, responsibilities, and job obligations consistently, on time, and following established rules and procedures. This concept involves the willingness of employees to adhere to work schedules, complete tasks conscientiously, avoid delays, as well as comply with ethical norms and company regulations.

When viewed based on the table of descriptive analysis results of work discipline variables, it is known that the attendance indiactor has a low mean value. This means that PT Marinal employees in terms of attendance still arrive late in the camp. This delay can affect performance because the work time owned is reduced so that work results are not optimal. This is also supported by previous research conducted by (Bahri (2022); Jufrizen (2021); Nazaruddinaziz &; Noble (2022); Paniran, (2021); and Silalahi et al., (2022) who show that work discipline has a positive and significant influence on employee performance.

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CONCLUSION

Some conclusions are as follows:

Based on the results of hypothesis testing, it shows that compensation has a positive and significant influence on employee performance at PT Marinal. This means that salaries, overtime pay, benefits and insurance, the work environment, and the job itself have an influence on employee performance. The fairer and more decent the compensation given, the resulting performance will increase.

Based on the results of hypothesis testing, it can be concluded that work motivation has a positive and significant influence on employee performance at PT Marinal. The results of the hypothesis test showed a calculated value greater than ttable (2.654 > 1.664) with a significance value of 0.010 smaller than α 0.05 (0.010< α 0.05) This finding shows that the fulfillment of motivation for physiological, security, social, reward, and self-actualization needs can improve employee performance.

Based on the results of hypothesis testing, it shows that work discipline has a positive and significant influence on the performance of PT Marinal employees. The results of the hypothesis test showed a calculated value of 3.770 > ttable1, with a significance value of 0.000 < α 0.05. This means that the higher the level of work discipline that employees have, the higher the employee performance that can be produced.

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