

The Effect of Compensation, Mutation and Work Discipline on the Performance of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta

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Abstract:

This study aims to determine the effect of compensation, mutation and work discipline on the performance of employees of PT. Indomarco Prismatama Gunung Sahari 2 Branch, North Jakarta. This type of research uses descriptive quantitative methods and inferential analysis using primary data in the form of a closed questionnaire to 100 respondents, and the data is analyzed using multiple linear regression analysis. From the data that has fulfilled the validity test, reliability test, classic assumption test and model feasibility test, the regression equation is obtained, as follows: $Y = 0.171K + 0.277M + 0.533 DK$ The results of the regression analysis in this study show that compensation (X1) has a positive and significant effect on employee performance (Y), mutations (X2) have a positive and significant effect on employee performance (Y), work discipline (X3) has a positive and significant effect on employee performance (Y), In an effort to improve employee performance, PT. Indomarco Prismatama Branch Gunung Sahari 2 North Jakarta needs to pay attention and know what is the problem because it can be used as a basis for correcting weaknesses and maintaining effectiveness through compensation, transfers and good work discipline.

Keywords: compensation, mutation, work discipline and employee performance.

INTRODUCTION

Riniwati (2016) stated that human resource management is a strategy in carrying out management functions such as planning, organizing, leading and controlling in every activity. The management starts from several processes, namely the process of withdrawal, selection, to termination of employment. The main purpose of human resource management in every organization is to facilitate organizational performance. Organizational performance is determined by the performance of employees as an individual human being where work behavior becomes the main resource in achieving the desired organizational goals. Employee performance is a real behavior produced by employees in accordance with their role in the organization. Companies that have resources other than humans, such as capital, methods and machines, will not bring optimal results if they do not rely on human resources or employees with optimal performance. Performance is about doing the work and the results achieved from that work. It can be said that performance is about what is done and how to do it. (Wibowo, 2017)

Employee performance is considered to be influential, because it measures how much they give positive work results to the organization and achieve what is the organization's goals. There are several objectives for this required a series of activities known as the management process, consisting of planning, organizing, actuating and controlling actions, which are carried out to determine and achieve predetermined goals through the use of human resources and other resources (Sugiyono et al., 2021).

In the current era of globalization with the competence of all organizations or companies that are required to compete with each other to compete for a position as a superior company. Companies must be able to develop their human resources to be better and qualified, so that they can follow the course of technological advances and existing trade. To maintain and develop the performance of the employees themselves can be done by evaluating performance. Conducting a performance evaluation, the company can find out the development of its employees' performance. In addition, in order to win the competition and just survive in the tight competition in today's globalization era, a company must be able to adapt and implement strategic plans to improve its human resources with the aim of turning it into a competitive strength factor.

PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta in carrying out its activities requires competent human resources, have expertise and are highly dedicated to the progress of the company, because human resources are the main driver of the course of the organization and an important asset for the company and become a top priority. In today's global competition, the world of work really needs people who can think forward, smart, innovative and able to compete in the face of the times.

PT Indomarco Prismatama (Indomaret Group) is a group of Salim Group companies established since 1988. Indomaret is engaged in franchise outlets and is now one of the largest in Indonesia, with a total of more than 16,336 outlets (Jan 2019) and growth of up to 7 outlets per day. PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta strives to increase service sales, so as to increase profits for the company. The realization of this is inseparable from the utilization of existing resources in employees. This change is expected to continue to have a good influence on employees in improving employee performance. Table 1.1 shows the 2019-2021 performance appraisal data in PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta.

It can be known that the realization of the performance of employees of PT. Indomarco Prismatama Gunung Sahari 2 North Jakarta Branch has decreased from year to year. In 2019 the realization of employee performance was 89%, in 2020 the reliability of employee performance was 78% while in 2021 the realization of employee performance was 80%. However, the assessment of employee performance in the last three years is still below the company's target standard, which is 100%. The company's management is trying to find solutions in improving employee performance. In the phenomenon described above, it has not achieved the target that

desired and still tends to fluctuate, employee performance is a factor that must be considered by the company, so every organization always strives so that employee work productivity can be increased. Leaders need to find ways and solutions to improve employee performance. Employee performance is a factor that must be considered by companies, organizations or institutions. The back and forth of a company is caused by employee performance.

Performance is a result achieved by work in its work with certain criteria that apply to a job. Performance is the result of a work process carried out by humans (Winanti, 2011), in his research revealed that high employee performance can be achieved if all elements in the company are well integrated, and are able to carry out their roles in accordance with the needs and desires of customers and employees.

The first factor that can affect employee performance at PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta the first is compensation. Compensation is the remuneration of services or remuneration provided by the organization to the workforce because the workforce has contributed energy and thought for the progress of the organization to achieve the goals that have been set (Sinambela. Lijan Poltak, 2018). This is because compensation is a form of appreciation given by the company for the work of its employees. Based on this theory, it can be concluded that in improving employee performance, companies need to pay attention to the compensation received by employees. Adequate compensation will affect the performance displayed by

employees. When compensation is not in accordance with the expectations of employees, it will have implications for decreased employee performance

The second factor besides compensation that can improve employee performance at PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta is a mutation. Hasibuan (2011: 102) mutation is a change in position / position / place / work carried out both horizontally and vertically (promotion / demotion) in an organization. Mutation activities are an effort to meet the labor needs of employees. However, the implementation of mutation activities is often misinterpreted by people, which is considered punishment or based on good relations between superiors and subordinates. In the implementation of mutations must be strictly based on objective assessment and based on work performance achieved by employees, not because they give good grades to employees they know or their friends even appraisers often consider the families of employees they assess, such as children of officials, groups (hallo effects). Given that the mutation system is intended to provide opportunities for employees to develop their potential.

In addition to compensation and mutations, there are last factors that can affect the performance of PT employees. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta is a work discipline. Siswanto (2006) stated that work discipline is an attitude of respect, respect, obedience and respect to applicable regulations both written and unwritten and able to carry them out and not avoid receiving sanctions if he violates the duties and authorities given to him. Employee discipline requires communication tools, especially in specific warnings to employees who do not want to change their nature and behavior. Enforcement of employee discipline is usually carried out by the leader or his superior. The application of discipline to a regulation that cannot be implemented, the leader will provide sanctions for employees who are unable to implement the rules of work discipline. Disciplinary action to employees carried out by the leader must be the same, disciplinary action applies to all employees, not selecting, sorting and favoring anyone who violates will be subject to the same disciplinary sanctions including for managers or leaders, because the leader must set an example for each employee.

As described above, the author feels interested in carrying out further studies related to whether the effect of compensation, mutation and work discipline on employee performance is found.

Problem Statement

Based on the background of the research above, the formulation of the problem to be studied can be formulated as follows:

1. Does compensation affect the performance of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta?
2. Does the mutation affect the performance of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta?
3. Is discipline work Influential Against performance employee PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta?

Purpose and Usefulness of Research

Based on the formulation of the problem that has been explained, the objectives and uses of this research are as follows:

1. Research Objectives

Based on the formulation of the problem that has been described, this study aims to:

- a. To analyze the effect of compensation on the performance of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta

b. To analyze the effect of mutations on the performance of PT.

Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta

c. To analyze the effect of work discipline on the performance of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta

2. Research Usefulness

In this research is expected to be utilized or used for:

a. For Companies

This research is expected to be useful for employees of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta as a consideration in human resource management, especially about the effect of compensation, mutation, and work discipline on employee performance.

b. For Academics

This research is expected to be used as information material for the development of science, especially human resource management and can be used as reference or comparison material for further research related to the effect of compensation, mutation and work discipline on employee performance.

c. For Authors

Useful for improving writing skills and adding insight and experience about the theory of compensation, mutation and work discipline on employee performance.

RESEARCH METHODS

Object of Research

The object of research in this study is employee performance which is influenced by compensation, mutation and work discipline at PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta.

Research Data

Data Source and Data Type

a. Data Source

1) Primary

The source of data in this thesis research is primary data obtained through the distribution of questionnaires (google Form).

Secondary

Data sources in this thesis research data obtained through Literature, Journals and Company Data.

b. Data Type

The type of data used in this study is quantitative descriptive data. Data was collected specifically to answer research statements that were in accordance with the wishes of researchers through the distribution of questionnaires to employees of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta.

Population and sample

a. Population

The population in the study is an area that researchers want to research. (Sugiyono, 2017), population is a generalized area consisting of objects / subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The above opinion is one of the references for researchers to determine the population. The population in this study is employees of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta which has 110 permanent employees. All of these permanent employees were made into the study population.

b. Sample

A sample is a part of the population that is considered to be representative of the population (Sugiyono, 2017) that: opinion saturated sampling is a sampling technique when all members of the population are used as samples. In this study, researchers used saturated sampling, which is the population component subjected to being sampled. The number of samples used was 110 employees of PT. Indomarco Prismaatama Gunung Sahari Branch 2 North Jakarta.

Data Collection Methods and Tools

In this study using quantitative data, researchers used data collection techniques by distributing questionnaires to employees of PT. Indomarco Prismaatama Gunung Sahari Branch 2 North Jakarta. The questionnaire is given a list of statements related to compensation, mutation and work discipline. Furthermore, respondents will be asked for answers without coercion and in accordance with the respondent's opinion. Then the data is processed using the SPSS application program (software) version 25. The measurement scale in this study used an interval scale.

An interval scale is a scale that satisfies nominal and ordinal scales, and has a specific interval (distance). This interval scale is generally used to measure clear and well-measured quantitative research objects. The elements of objectivity and measurement accuracy are better than ordinal scales. Respondents were asked to give an answer to a statement that had been given one of the five available answers with a score assessment, the highest weighted was given a score of 5 on the strongly agreed answer (SS) and the lowest was weighted a score of 1 on the Strongly Disagree answer (STS) Weighting sakala likert

RESULTS AND DISCUSSION

Brief History of PT. Indomarco Prismaatama Gunung Sahari Branch 2 North Jakarta

Starting from the thought of making it easier to provide basic daily needs of employees, in 1988 an outlet was established called Indomaret. In line with the development of store operations, the company is interested in further exploring and understanding various consumer needs and behaviors in shopping. To accommodate this goal, several employees were assigned to observe and examine people's shopping behavior. The conclusion obtained is that people tend to choose shopping at modern outlets based on the reasons for the completeness of quality product choices, definite and competitive prices, and a comfortable atmosphere.

Armed with knowledge about consumer needs, store operation skills and the shift in people's shopping behavior to modern outlets, a noble desire to serve the nation further arises. This intention was realized by establishing Indomaret, with the legal entity PT. Indomarco Prismaatama has a vision of "becoming a superior retail network" and motto "easy and economical". Initially, Indomaret formed the concept of organizing outlets located near consumer residences, providing various basic needs and daily needs, serving the general public who are plural, and have a store area of around 200 m².

Along with the passage of time and market needs, Indomaret continues to add outlets in various residential, office, commercial, tourist and apartment areas. In this case, there is a learning process for the operation of a large-scale retail network, complete with a variety of complex and varied experiences. After mastering the knowledge and skills of operating retail networks on a large scale, Management is committed to making Indomaret a national asset. This is inseparable from the fact that all thoughts and operations of the Company are handled entirely by the sons and daughters of Indonesia. As a national asset, Indomaret wants to share with the people of Indonesia through a franchise business and also be able to compete in global competition. Therefore, the

company's vision then developed "into a national asset in the form of a franchise retail network that excels in global competition".

Indomaret's franchise business concept is the first and is a pioneer in the field of minimarkets in Indonesia. The public response turned out to be very positive, as evidenced by the increase in the number of Indomaret Franchisees from time to time. The Company's franchise business concept was also recognized by the government through an award given to Indomaret as a "Superior Franchise Company 2003". This kind of award is the first time given to a minimarket company in Indonesia and until now only Indomaret has received it. Indomaret is growing very rapidly with the number of Indomaret outlets until November 2022 is 21,026 Most of the merchandise supply for all outlets comes from Indomaret's 42 distribution centers that provide more than 5,000 types of products. Now, Indomaret's existence is further strengthened by the presence of Indogrosir, a subsidiary with the business concept of the Kulakan Center.

Vision and Mission of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta

Vision: To become a national asset in the form of a franchise retail network that excels in global competition.

Mission: improve the best service so that customer satisfaction is the main target that must be met. The company's vision and mission are also supported by Indomaret's motto, namely: "Easy and Economical". Furthermore, the company culture is that in our work we uphold the values of:

- 1) Honesty, truth, and justice
- 2) Teamwork
- 3) Progress through economic innovation
- 4) Customer satisfaction

Characteristics of Respondents

In this study, the author conducted a study on 100 respondents using the SPSS program version 25. The following is a summary of the results of the descriptive analysis for the characteristics of respondents in this study:

a. Characteristics Based on Sex

Gender is something that can make a difference to a person's behavior. In a field of work, gender can also often distinguish the activities carried out by individuals.

Characteristics based on gender can be seen that the number of respondents who are male is 45 people with a percentage of 45%. While the respondents who are female as many as 55 people with a percentage of 55%. The dominating characteristic is women by 55 people with a percentage of 55%

b. Characteristics Based on Age

Age in relation to an individual's performance on location is usually a reflection of the individual's experience and responsibilities.

Karakteristik based on the dominating age ranges from <25 years, which is as many as 50 with a percentage of 50% of the total respondents. Respondents aged 26-35 years as many as 25 people with a percentage of 25% of the total respondents. Respondents aged 36-40 years as many as 20 people with a percentage of 20% of the total respondents. Respondents aged >45 years as many as 5 people with a percentage of 5% of the total respondents.

c. Characteristics Based on Education

Education is a conscious and planned effort to create a learning atmosphere and learning process for employees to actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills. The presentation of respondent data based on education level in this study shows that the majority of respondents have a Bachelor (S1) education level. Respondents who have a Bachelor (S1) education level of 50 people with a

percentage of 50%, respondents with a high school education of 5 people with a percentage of 5%, respondents with Diploma (D3) education as many as 30 people with a percentage of 30%. Respondents with Master (S2) education were 15 people with a percentage of 15%.

d. Characteristics Based on Length of Work

The length of work is the span of time that has been passed by each employee from the first time he entered until now, this is the experience that employees go through in order to understand their respective duties. The dominating length of work of employees is that employees have worked for 3-4 years as many as 52 people with a percentage of 52%. Employees who work 1-2 years as many as 3 people with a percentage of 3%. Employees who work 5-6 years as many as 32 people with a percentage of 32%. Employees who work >6 years are 13 people with a percentage of 13%.

Descriptive Analysis

a. Descriptive Variable Compensation

The following is an analysis based on respondents' statements whose results are described from the recapitulation table of the recapitulation table of the Compensation variable as follows: varibael Compensation can be seen that the lowest average value in the variable Compensation (X1) is contained in statement number 7, namely "The Company provides supporting facilities.". The average yield is 3.85. The highest average score is found in statement number 6, namely "My performance so far has been quite good and affects the incentives received.". The average yield was 4.16.

b. Description of Mutation Variable (X2)

The following is an analysis based on respondents' statements whose results are described from the recapitulation table of the recapitulation table of the Mutation variable (X2) as follows: Work Mutation varibael can be seen that the lowest average value in the Work Mutation variable (X2) is contained in statement number 5, namely "Does it know about the mutation implementation policy.". The average yield was 3.65. The highest average score is found in statement number 3, namely "Does the impact of demotion have a positive influence.". The average yield was 4.13.

c. Description of Work Discipline Variables (X3)

The following is an analysis based on respondents' statements whose results are described from the recapitulation table, the recapitulation table of the Work Discipline variable (X3), the recapitulation of the Work Discipline varicael, it can be seen that the lowest average value in the Work Discipline variable (X3) is contained in statement number 4, namely "The Company provides strict sanctions for employees who violate regulations.". The average yield was 3.67. The highest average score is found in statement number 1, namely "Employee discipline by arriving before working hours can improve better work performance". The average yield was 4.22.

d. Description of Employee Performance Variables (Y)

The following is an analysis based on respondents' statements whose results are described from the recapitulation table, recapitulation table of variables Employee Performance (Y), recapitulation of varibael Employee Performance, it can be seen that the lowest average value on the variable Employee Performance (Y) is contained in statement number 5, namely "I always finish the work at hand quickly and do not procrastinate work.". The average yield was 3.99. The highest average score is found in statement number 1, namely "I do a job with full calculation". The average yield was 4.29.

Instrument Feasibility Test Results

Instrument feasibility testing aims to ensure that the measuring instruments used are good enough to obtain research data. The quality of the data obtained depends on the quality of the instruments built. There are two instrument feasibility tests, namely validity test and reliability test.

a. Validity Test Results

The validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the statements on the questionnaire are able to reveal something that the questionnaire will measure.

The results of the validity test explain that the results of the validity test for a research instrument have a calculated r value $> r$ table (0.1654). So it can be concluded that all instruments in this study are valid

b. Reliability Test Results

Reliability tests are performed on statement items that are declared valid. This test is used to measure a questionnaire which is an indicator of variables. A questionnaire is said to be reliable, if a person's answers to statements are consistent or stable over time. The questionnaire is considered reliable if Cronbach's Alpha score > 0.06 .

The results of the reliability test, explain that the results of the reliability test and can be shown by Cronbach's Alpha value that the variables of compensation, mutation of work discipline and employee performance have a very high level of reliability (reliability). So it can be concluded that the variables in this study are reliable.

Classical Assumption Test Results

Testing classical assumptions forms the basis for the formation of regression models. Classical assumption testing is measured using normality, multicollinearity and heteroscedasticity tests.

a. Normality Test Results

The classical assumption test of normality is used to find out whether the research variable has a normal distribution or not. The data are declared normally distributed if the significance value in the Kolmogorov-Smirnov test obtained is greater than the significance level of 0.05.

The residual data from this study have a normal distribution. As stated in table 4.11 that the value of Asymp. Sig. (2-tailed) is the Asymp Value. Sig. (2-tailed) 0.200 > 0.05 then concluded the data is normally distributed.

b. Multicholinerity test results

The multicollinearity test aims to test whether in the regression model there is a correlation between independent variables.

The criteria for multicollinearity testing is that if the VIF value is high (more than 10), multicollinearity is declared to occur. It can be concluded that multicollinearity does not occur because all independent variables have a VIF value of less than 10.

c. Hesterokedasticity Test Results

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another. If the variance from the residual of one observation to another observation is fixed, it is called homokedasticity. To test whether heteroscedasticity occurs or not, the study was carried out with scatterplots

The results of the hesterokedaticity test can be concluded that the points spread randomly, do not form a certain pattern, and spread above and below zero. This indicates that there are no symptoms of heteroscedasticity.

d. Autocorrelation Test Results

The autocorrelation test is used to determine the presence or absence of deviations from the classical assumption of autocorrelation, namely the correlation between sample members. Ghozali (2017: 110) argues that "The autocorrelation test aims to test whether in a linear regression

model there is a correlation between the confounding error in the period t with the confounding error in the previous period or $t-1$ ".

To determine whether there is an autocorrelation, a Durbin Watson test is carried out with the following conditions: Good data has a Durbin Watson (DW) value between 1,550 – 2,460.

The results of the autocorrelation test above, this regression model has no autocorrelation, this is evidenced by the Durbin-Watson value of 1.833 which is between the interval 1,550 – 2,460.

Multiple Linear Regression Results

Multiple linear regression analysis is performed to see the relationship between more than one independent variable and the dependent variable. This study shows the influence of Compensation (X1), Work Mutation (X2), and Work Discipline (X3) variables on Employee Performance variables (Y). Researchers used statistical calculations for regression analysis with the help of SPSS software version 25

The results of the multiple liner regression test above, the multiple linear regression equation is obtained: $Y = 0.153K + 0.408M + 0.416 DK$

- a. The Compensation variable has a regression coefficient value of 0.153 this means that if other independent variables have fixed or unchanged values, then every increase of one unit of the Compensation variable increases Employee Performance
- b. The Work Mutation variable has a regression coefficient value of 0.408 this means that other independent variables are fixed or unchanged, then every increase in one unit of the Work Mutation variable will increase Employee Performance
- c. The Work Discipline variable has a regression coefficient value of 0.416 this means that other independent variables are fixed or unchanged, then every increase in one unit of the Work Discipline variable will increase the Performance of the Employee

Hypothesis Testing Results

a. Simultaneous Test Results (Test F)

Simultaneous test (F test) is a simultaneous test to determine whether the variables of Compensation, Work Mutation, and Work Discipline together have a significant influence on Employee Performance. The F test is performed by comparing $F_{\text{calculate}}$ and F_{table} .

then it can be seen that the significance value is 0.000 or less than the tolerated error limit of 5% ($\alpha = 0.05$), hence accept H_0 . So it can be concluded that the variables of Compensation, Work Mutation and Work Discipline have a significant effect on Employee Performance simultaneously. F_{table} (3.12).

b. Partial Test Results (Test t)

A partial hypothesis test is used to find out if the variable is Compensatory (X1). Work Mutation (X2), Work Discipline (X3), affects the variable Employee Performance (Y) partially. The partial test results (t-test) of each variable can be explained as follows:

1) Effect of Compensation Variables

Based on the processing results in table 4.16 partial test results (Test t) above it can be seen that the calculated value is greater than the t-table which is $2.569 > 1.66055$ and the significance value is 0.012 smaller than 0.05. This shows that H_0 is rejected and H_{a1} is accepted which means that there is a positive and significant influence of the Compensation variable on Employee Performance

2) Effect of Mutation Variables

Based on the processing results in table 4.16 partial test results (Test t) above it can be seen that the calculated value is greater than the t-table which is $4.830 > 1.66055$ and the significance value is $0.000 < 0.05$. This shows that H_0 is rejected and H_{a1} is accepted, which means that there is a positive and significant influence of Work Mutation variables on Employee Performance.

3) Influence of Work Discipline Variables

Based on the processing results in table 4.16 partial test results (Test t) above it can be seen that the calculated value is greater than the t-table which is $4.955 > 1.66055$ and the significance value is $0.010 < 0.05$.

This shows that H_0 is rejected and H_{a1} is accepted, which means that there is a positive and significant influence of Work Discipline variables on Employee Performance.

c. Coefficient of Determination Test Results

This coefficient of determination is used to determine how much influence independent variables can have on the variation of the dependent variable.

The results of the Determination Coefficient Test above, it is known that the value of the coefficient of determination or R square is 0.736 or equal to 73.6%. This figure means that the variables of Compensation, Work Mutation, and Work Discipline simultaneously affect Employee Performance by 73.6%. While the rest ($100 - 73.6 = 26.4\%$) are influenced by other variables outside the variables studied.

1. The Effect of Compensation on Employee Performance

Based on the results of research conducted by researchers can show that compensation has a positive and significant effect on employee performance. So it can be stated that compensation variables affect employee performance. This means that this can be shown in the T Test, which results in a significantly smaller value than the probability limit of the error rate used, which is $5\% = (0.012 < 0.05)$ which shows that H_0 is rejected and H_1 is accepted. This indicates that with good compensation, employee performance will be maintained because employees feel very wise by the company.

The importance of compensation for employees greatly affects their behavior and performance. The higher the compensation received by employees from the company, the welfare increases. This motivates employees to carry out the work responsibilities given and as well as the compensation received is low, the welfare of employees is reduced and results in decreased morale at work so that this causes losses to the company and the company is not achieved properly. As a form of appreciation for the submission and provision of all employee performance results to the company, the company provides compensation as a source of income for the employees concerned. Compensation will always be linked to the quantity, quality and benefits of services offered by employees to the company where they work. Compensation to these employees, will affect how much the organization's goals can be achieved, and can even affect the survival of the company.

The results of this study also support the results of previous research conducted by Jon Henri Purba (2020) and Aditya Trisna, Eddy Guridno (2021) resulting in the conclusion that compensation has a positive and significant effect on employee performance.

2. The Effect of Mutation on Employee Performance

Based on the results of research conducted by researchers can show that mutations have a positive and significant effect on employee performance. So it can be stated that mutation variables affect employee performance. This can be shown in the T Test, which results in a significantly smaller value than the probability limit of the error rate used which is $5\% = (0.000 < 0.05)$ which shows that H_0 is rejected and H_2 is accepted. This means that this indicates that the purpose of the company to make a mutation is so that employees who have been working in the company for a

long time do not feel bored / bored with the same work, if this happens to the employees of a company, then a job that is responsible for him will be lazy to do even cause many mistakes in his work that can make losses to the company itself and result in a decrease in the company. the performance of its employees.

Employees are a very important component in the company, therefore the development and management of human resources must continue to be the center of attention for the company. Employees can work optimally if they feel happy working in their position. Mutations are generally intended to place employees in the right place, with the aim that the employees concerned get the highest possible job satisfaction. So, as is well known, the general purpose of implementing mutations is to improve employee performance.

The results of this study also support the results of previous research conducted by Novitasari (2020) and Ariza Rahmawati, Mei Retno Adiwati (2021) resulting in the conclusion that mutations have a positive and significant effect on employee performance.

3. The Effect of Work Discipline on Employee Performance

Based on the results of research conducted, researchers can show that work discipline has a positive and significant effect on employee performance. So it can be stated that the variable of work discipline affects employee performance. This can be shown in the T Test, which results in a significantly smaller value than the probability limit of the error rate used, which is $5\% = (0.010 < 0.05)$ which shows that H_0 is rejected and H_3 is accepted. This means that this indicates that with good work discipline from employees such as arriving on time, carrying out work in accordance with what has been set by the company, obeying company regulations, it will be able to improve the performance of these employees so that company targets will be achieved.

Work discipline is the awareness, willingness, and willingness to work an employee to obey and comply with all rules and norms that apply in a company. Work discipline itself has a positive and significant influence on the performance of an employee, Enforcement of employee work discipline is something important for a company because discipline will make the work done more effective and efficient. If work discipline cannot be enforced, it is likely that many employees are not effective at work and often lose focus in the middle of work. The existence of discipline regulations in the world of work can influence employees to work well, so that they will get more optimal results. Good work discipline will be able to improve employee performance and better work productivity with good results as well.

The results of this study also support the results of previous research conducted by Yanik and Randi (2020) and Dipa Teruna Awaloedin, Achmad Cik, Riki Nandean (2020) resulting in the conclusion that work discipline has a positive and significant effect on employee performance.

CONCLUSION

Based on the results of research and studies in the previous chapter, which is accompanied by theories and concepts that support this study entitled the effect of compensation, mutation and work discipline on the performance of PT. Indomarco Prismatama Gunung Sahari Branch 2 North Jakarta, then the following conclusions can be drawn: Compensation has a positive and significant effect on employee performance. Provide an understanding that a good compensation system is a system that is able to ensure the satisfaction of companies that obtain, maintain, and employ a number of high-performing employees for the common good. Mutations have a positive and significant effect on employee performance. Provide understanding that mutations made by the company will make it easy for leaders to find out the level of ability that supports the quality and quantity of employee work. Work discipline has a positive and significant effect on employee performance. Provide understanding that the application of work discipline is very important for

the company. The existence of work discipline will ensure order is maintained and the company's work is carried out properly, in order to achieve optimal results. For employees, work discipline has an impact on a pleasant working atmosphere, thereby increasing their enthusiasm in carrying out their work.

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