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INFLUENCE OF WORK DISCIPLINE, WORK EXPERIENCE, AND COMPENSATION TO PERFORMANCE EMPLOYEE IN MINISTRY OF INDUSTRY, SOUTH JAKARTA

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Abstract:
This study aims to analyze the effect of work discipline, work experience, and compensation on employee performance at the South Jakarta Ministry of Industry. The sample in this study was 80 respondents based on the Yamane formula. This study uses primary data with the method of collecting data through questionnaires distributed to 80 respondents. The data analysis technique used inferential analysis with multiple linear regression. The results obtained in this research are work discipline has a positive effect on employees performance, work experience has a positive effect on employee performance, and compensation has a positive effect on employee performance. Therefore, the Ministry of Industry should have a better impact so that Work Discipline, Work Experience, and Compensation can continue to be maintained stability.

Keywords: *Work discipline, Work Experience, Compensation, and Employee Performance*

INTRODUCTION

In the current era of globalization, companies are forced to compete fiercely so that capable endure on his business. Company Which capable Surviving is a company that succeeds in building a competitive advantage and winning the competition. Companies must have a good strategy in managing their business. One of the strategies that many companies use today is to eliminate costs that constitute waste so that they can achieve optimal performance. Managing resources effectively and efficiently can help companies reduce unnecessary costs in operational activities. The required company resources need to be managed well, one of which is human resources (Wijoyo et al., 2020).

Strategy source Power man support implementation corporate strategy and needs to be translated into HR activities, policies, programs that are in line with company strategy. The mismatch between HR strategy and company strategy will affect the company's goals. On the other hand, compatibility between company strategy and HR strategy needs to be sought to encourage employee creativity and innovation in achieving company targets. HR strategy relates, among other things, to the formation of an appropriate culture, HR planning, auditing HR both from a quantitative and qualitative perspective, and also includes HR activities such as HR procurement (from recruitment to selection), orientation, maintenance, training and development of HR, and HR assessment. In determining HR strategy, external factors need to be considered, referring in particular to potential competitors, social changes, demographics, culture and values, technology. The trend of environmental changes will influence changes in company strategy, which also means that HR strategies need to be reconsidered, and most likely need to be adjusted. Changing HR strategy is not something taboo but needs to be done with careful consideration. Companies must choose the right business strategy to be able to take advantage of business opportunities and anticipate obstacles that occur as a result of rapid environmental changes. One very important key in achieving competitive advantage is through effective management of human resources. The development and implementation of human resource strategies which are reflected in HR activities such as procurement, maintenance and development must be in line with business strategies and company culture. Partnerships with other companies are a characteristic for increasing company productivity and achievements (Safri, 2019).

Work Discipline is a person's awareness and willingness to obey all applicable regulations and norms. Awareness is a person's attitude of voluntarily obeying all regulations and being aware of his duties and responsibilities so that he will comply/carry out all his duties well, not under coercion (M. Hasibuan, 2014).

Work Experience is an employee's mastery of knowledge and skills which is measured by the length of service, the level of knowledge and skills possessed by the employee. With long and sufficient experience, it is hoped that they will have greater abilities than those without work experience (Handoko, 2014).

Some of the compensation, according to Hasibuan, is all forms of income, whether in the form of money, goods, directly or indirectly, which employees receive as appreciation for the services provided to the company.

Meanwhile, according to Husein Umar, compensation is various things that an employee receives, in the form of salary, wages, incentives, bonuses, insurance and the like which are paid directly by the company.

From the definition above, it can be said that compensation can be a motivation for employees to work harder to advance the company. However, each company can define its

own meaning of compensation within its company.

According to (Mangkunegara, 2017), employee performance is work performance or work results (output) both quality and quantity achieved by human resources over a period of time in carrying out their work duties in accordance with the duties and responsibilities given to them.

Based on the problems described, the researcher chose the research theme "The Influence of Work Discipline, Work Experience, and Compensation on Employee Performance at the Ministry of Industry, South Jakarta." The problem formulation includes questions regarding the positive influence of work discipline, work experience, and compensation on employee performance at the Ministry of Industry. The aim of the research is to analyze the impact of each factor on employee performance, while the usefulness of the research involves benefits for researchers as a requirement for fulfilling a bachelor's degree, for companies as input in improving employee performance, and for the Faculty of Economics as reference material in developing resource management knowledge. human, especially related to work discipline, work experience, and compensation.

METHOD STUDY

This research will focus on analyzing employee performance at the Directorate General of Small and Medium Industries and Miscellaneous (DJIKMA) at the Ministry of Industry, South Jakarta. The research object involves the variables Work Discipline, Work Experience, and Compensation with Employee Performance as the dependent variable. DJIKMA is part of the Ministry of Industry which plays a role in exploring and strengthening industrial structures, increasing competitiveness, developing the business climate, promoting industry and industrial services, and managing industrial and technological standardization. This research will use primary and secondary data with data collection methods through interviews and questionnaires with 80 DJIKMA employee respondents. Secondary data sources include related documents. Data analysis was carried out using descriptive and inferential methods, including classical assumption tests such as normality, multicollinearity, heteroscedasticity and autocorrelation. The multiple linear regression method will be used to measure the influence of the independent variables (Work Discipline, Work Experience and Compensation) on the dependent variable (Employee Performance). The F test and coefficient of determination will be used to test the feasibility of the model, while the t test will be used to test the partial hypothesis of each independent variable.

RESULTS AND DISCUSSION

Research result

A. Method Analysis Descriptive

Descriptive statistical tests were carried out to determine the influence of Work Discipline, Work Experience and Compensation on Employee Performance at the Ministry of Industry.

1. Discipline Work (X1)

Table 1. Descriptive Variable Discipline Work

No.	Statement	Mean
	ACCURACY TIME	

1.	I always come And come to work on time	3.42
2.	I always do task in accordance time Which set And No Like postpone work that must be resolved	3.42
	USE GOOD OFFICE EQUIPMENT _	
3.	I use equipment office/goods well _	3.17
4.	I always look after/take care of Which should I do	3.52
	NOT QUITE ENOUGH ANSWER TALL	
5.	I always operate task with Good And try finish it in a way maximum	3.27
6.	I try with more hard than which should	3.43
	OBEDIENCE TO OFFICE REGULATIONS	
7.	I understand the rules and regulations for employees and me operate order with Correct	3.28
8.	I always use clothes in accordance with company regulations	3.5
	Average Total Mean Work Discipline	3.38

Source: Data processed, (2022)

Based on TABLE 1, the results of the respondents' assessment of Work Discipline can be obtained, the average answer is agree with the average total mean Work Discipline (X1) in a way whole as big as 3.38. Flat- flat total highest on indicator Using Equipment Office With Good with mark 3.52.

And For results Lowest with mark 3.17 on indicator Using Office Equipment Well.

2. Experience Work (X2)

Table 2. Descriptive Variable Work experience

No.	Statement	Mean
	LONG TIME/TIME WORK	
1.	Experience Work Which owned help solve task - task in a way effective And efficient	3.47
2.	Experience Work Which I have, help I finish task in a way appropriate time	3.16
	LEVEL KNOWLEDGE AND SKILLS WHICH OWNED	
3.	Enhancement knowledge And Skills Work will influential to experience Work	3.18
4.	I always put my attitude first Skills Which owned	3.13
	MASTERY TO WORK AND EQUIPMENT	
5.	Own mastery to work with Good And comprehensive	3.32
6.	I have proficiency in carry out	3.15

	those tasks given	
	PROFESSIONAL AT WORK	
7.	Do work with Good without any doubt	3,4
8.	I always put forward attitude professional in Work	3.28
	Average Total Mean Experience Work	3.26

Source: Data processed, (2022)

Based on TABLE 2, it can be seen that the results of the respondents' assessment of work experience, the average answer was agree, with an overall average total mean of work experience (X2) of 3.26. The highest total average on indicator LONG TIME/TIME WORK with mark 3.47. And For the lowest result with a value of 3.13 on the LEVEL OF KNOWLEDGE AND SKILLS POSSIBLE indicator.

3. compensation

Table 3
Descriptive Variable Compensation

No.	Statement	Mean
	WAGES	
1.	I always Work in accordance with standard quality which has been determined by the company	3.66
2.	Wages Which I accept in accordance with results Which I do it	3.08
	INCENTIVE	
3.	Wages incentive Which given can increase Spirit Work in Work	3.28
4.	Incentive Which ssya accept in accordance with performance Work	3.13
	BENEFITS	
5.	Employee feel safe with exists insurance which are given	3.22
6.	I as Employee get insurance health and agency	3.06
	FACILITY	
7.	Facility Work Already support And deep enough support work employee	3.21
8.	I feel facility Which There is in office	3.15
	Average Total Mean Compensation	3.22

Source: Data processed, (2022)

Based on TABLE 3, the results of respondents' assessment of average compensation can be obtained, answering agree with the average total means of compensation (X3). in a way whole as big as 3.22. Flat- flat total highest on indicator SALARY with a value of 3.66. And for the lowest result with a value of 3.06 on the ALLOWANCE indicator.

4. Performance Employee (Y)

Table 4
Descriptive Variable Performance Employee

No.	Statement	Mean
	QUALITY	
1.	When doing my work, I am required to always be thorough.	4.01
2.	Pay attention to finishing skills work always I I do	4
	QUANTITY	
3.	Means And infrastructure Which There is I use according to its function.	4.15
4.	Task Which I do it always in accordance with company expectations	3.96
	TIME	
5.	When company need power Moreover, I am willing to work overtime.	3.75
6.	Work Which given to I always completed on time according to the applicable schedule	3.68
	CONNECTION BETWEEN EMPLOYEE	
7.	I capable obey regulation company	3.62
8.	I capable Work The same with colleague Work	3.65
	Average Total Mean Employee Performance	3.85

Source: Data processed, (2022)

Based on TABLE 4.9, it can be seen that the results of respondents' assessments of employee performance, on average, answered in the affirmative with an overall average total mean of employee performance (Y) of 3.85. The highest total average is in the QUANTITY indicator with a value of 4.15. And the lowest result was with a value of 3.62 on the RELATIONS BETWEEN EMPLOYEES indicator.

a. Reliability Test

Test reliability is test Which used For know consistency of the measuring instrument, whether the measuring instrument is reliable for further use. After the validity test is declared valid, a reliability test is then carried out using formula *Alpha Cronbach's* . Where something it is said to be reliable *if* it has a reliability coefficient or *alpha* of more than 0.6. The results of the reliability test are presented in the table below:

Table 5. Results Test Reliability Instruments Variable Discipline Work (X 1), Work Experience (X 2), Compensation (X 3) and Employee Performance (Y)

No.	Variable	Reliability	Alpha	Information

1	Discipline Work (X 1)	0.834	0.6	Reliable
2	Experience Work (X 2)	0.821	0.6	Reliable
3	Compensation (X 3)	0.857	0.6	Reliable
4	Performance Employee (Y)	0.700	0.6	Reliable

Source : Data Primary SPSS 26. Outputs Reliability. Processed 2022

From the results of data processing carried out with the SPSS 26 program as tool help count, on table 4.11 on can said that the totality of the questionnaire items for each Work Discipline variable (X 1), Work Experience (X 2), Compensation (X 3), And Performance Employee (Y) on study This is Reliability is shown in the *Cronbach's alpha value* for all variables which has a good value, namely above 0.6. So it can be interpreted that all the values of this research variable are said to be good and acceptable, as seen from the *Realiability statistics output, namely the Cronbach's alpha* value of all variables above the good level.

b. Classic assumption test

In this research, the classical assumption test was carried out with four tests, namely, normality test, multicollinearity test, heteroscedasticity test and autocorrelation test with a sample size of 80 respondents.

c. Normality test

One Sample *Kolmogorov–Smirnov Test* , or Normality Test is used to find out distribution population, is follow distribution in a way theoretical (*normal, Poisson, or uniform*). Which aims to test whether in the regression model, variable bound And variable free both of them have distribution normal. Data distribution said normal If levels mark its significance > α = 0.05 And if on the contrary < α = 0.05 then it is said to be abnormal. Below is a table of results from the Normality Test in this study.

Table 6. Results Test Normality
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		80
Normal Parameters [a, b]	Mean	.0000000
	Std. Deviation	2.66063530
Most Extreme Differences	Absolute	,057
	Positive	,049
	Negative	- .057
Statistical Tests		,057
Asymp. Sig. (2- tailed)		,200 [c,d]

a. Test distribution isNormal .
b. Calculated from data.

c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
Source: SPSS output 26. Coefficients, linear regression. Processed 2022

Results from Table 6 on show that mark Asymp Sig. (2- *tailed*) is 0.200. This means that the regression model in this research has a *normal* sample distribution based on its significance value > α = 0.05. So can said that distribution results Purchasing decisions originating from Work Discipline Style, Work Experience, and Compensation are normally distributed at a significance level of α = 0.05.

d. Multicollinearity Test

The multicollinearity test is used to determine whether or not there is a deviation from the classic assumption of multicollinearity, namely its existence linear relationship or value variance *inflation factors* (VIF), If mark *Tolerance* > 0.1 or VIF < 10, So it can be said that there is no multicollinearity in the model studied. To find out whether multicollinearity occurs, you can see table 4.13 below:

Table 7. Test Multicollinearity Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14,714	2,019		7,289	,000		
	Discipline Work	.137	,066	,196	2,059	,043	,734	1,362
	Experience _ Work	,244	.105	,282	2,326	.023	,452	2,210
	Compensation	,234	,083	,345	2,820	,006	,444	2,254

a. Dependent Variables: Performance Employee
Source: Outputs SPSS 26. Coefficients, linear regression. Processed 2022

Based on TABLE 7 on is known that mark tolerance more greater than (0.10) and the VIF value is less than 10. This means that from the TABLE above it can be concluded that there is no multicollinearity, because the Work Discipline variable get mark tolerance as big as 0.743 And mark VIF as big as 1,362, on variables Experience Work get mark tolerance as big as 0.452 And VIF Her breasts are as big as 2,210, on variable Compensation get mark

tolerance of 0.444 and the VIF value is 2.254. So the regression or model used in this research is free from multicollinearity.

e. Heteroscedasticity Test

If the calculated T value is smaller than the T table and the significance value is more than 0.05 then heteroscedasticity does not occur, if the T calculated value is greater than the T table and the significance value is smaller than 0.05 then heteroscedasticity occurs. A regression model is said to be good if heteroscedasticity does not occur. The results of the heteroscedasticity test can be seen in the following table:

Table 8. Heteroscedasticity Test Results

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5,430	1,205		4,505	,000		
	Discipline Work	-.032	,040	-.101	-,796	,428	,734	1,362
	Experience man Work	-.049	,063	-.126	-,782	,437	,452	2,210
	Compasi	-.048	,050	-.158	-,974	,333	,444	2,254

a. Dependent Variables: Abs_Res

Source : :SPSS output 26. Coefficient, linear regression. Processed 2022

Based on table 8 of the heteroscedasticity test above, it can be seen that each independent variable value, namely Work Discipline (X1), Work Experience (X2), and Compensation (X3) with the glesjer model, obtained significant results greater than 0.05, so this research data heteroscedasticity does not occur so this research can be continued.

f. Autocorrelation Test

Test autocorrelation aim is in model regression linear multiple there is a correlation between errors bully in period t with error bully on period t-1 (previously). Wrong One method For test is If autocorrelation occurs, the Durbin Watson test (DW test) can be used.

Table 9. Results Test Autocorrelation Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.704[a]	,496	,476	2.71264	1,770

a. Predictors: (Constant), TotalX3, TotalX1, TotalX2

b. Dependent Variables: totally

Source : :Output SPSS 26. Coefficient, linear regression. Processed 2022

Based on Table 9 can explained that mark *Durbin-Watson* is 1,770. Where the K value or the number of independent variables is 3 and the N value or the number of respondent data = 80. So we get the dL value = 1.5600 and the dU value = 1.7153 then the 4-dU value = 2.7153. If it is entered into the criteria, the results will be obtained dU < DW < 4- dU (1.7153 < 1,770 < 2.7153) Which means model regression The results obtained did not occur autocorrelation.

g. Multiple Linear Regression Analysis

Multiple linear regression analysis is a form of analysis that discusses the extent of the influence of the independent variable (X) on the dependent variable (Y). Where For variable free Discipline Work (X_1), Experience Work (X_2), and Compensation (X_3) and the dependent variable is Employee Performance (Y). In calculating the regression coefficients in this study, the SPSS 26 program was used. Below are the output results presented in Table 4.16 as follows:

Table 10. Influence Discipline Work, Experience Work And Compensation To Performance Employee. Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,714	2,019		7,289	,000
	Discipline Work	.137	,066	,196	2,059	,043
	Experience an Work	,244	.105	,282	2,326	.023
	Compensation si	,234	,083	,345	2,820	,006

a. Dependent Variables: Performance Employee

Source : :SPSS output 26. Coefficient, linear regression. Processed 2022

regression equation model for estimating employee performance which is influenced by compensation, motivation and work discipline is:

Where:

Y = Performance Employees β 1, β 2, β 3, β 4 = Regression Coefficient X1 = Work Discipline
X2 = Experience Work
X3 = Compensation
e = Error

Based on Table 4.16, the Multiple Linear Regression Test that is formed is as follows: Model the show meaning that:

1. In the Work Discipline variable there is a positive implication in the regression

$$Y = 0.196\ X1 + 0.282\ X2 + 0.345\ X3 + 2{,}019$$

coefficient of 0.196 so it can be concluded that every increase in the Discipline variable Work as big as One unit so will increase Performance Employee
as big as 0.196 or 19.6% If assumption other considered constant.
2. In the Work Experience variable there is a positive implication in the regression coefficient of 0.282 so it can be concluded that every increase in the Work Experience variable by one unit will increase performance. Employee as big as 0.282 or 28.2% If assumption other considered constant.
3. In the Compensation variable there is a positive implication in the regression coefficient of 0.345 so it can be concluded that every increase in the Compensation variable by one unit will increase employee performance by 0.345 or 34.5% if other assumptions are considered constant.

h. Model Feasibility Test

To test the significance of the influence of the independent variables, namely Work Discipline, Work Experience and Compensation, on the dependent variable, namely Employee Performance, the ANOVA test (F Test) is used. The test results using a significance level of 0.05 are as follows.

Table 11. Test Appropriateness Model (Test F)

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	549,648	3	183,216	24,899	,000 [b]
	Residual	559,239	76	7,358		
	Total	1108.888	79			

a. Dependent Variables: Performance Employee
b. Predictors: (Constant), TotalX3, TotalX1, TotalX2
Source: SPSS output 26. ANOVA. Processed 2022

As shown in the Anova Table data *output in Table 4.17* above, it can be explained that the calculated F value is 24,899 with a sig value of 0.00. Based on the results of calculations assisted by the SPSS 26 program, the Sig value is obtained = (0.00) Which more small from alpha or level limit error Which obtained is 5% (α = 0.05). The meaning of the Sig value in

the Anova table, the model is said to be significant because it is below the specified alpha value limit of 0.000 < 0.05.

So it can be concluded that in this research the model is said to be significant and suitable for use in this research based on the Sig value obtained , that all variable free can explain every change on the value of the dependent variable because it has a significant influence.

i. Coefficient of Determination (R2)

Analysis of the coefficient of determination (R^2) is used to determine how much the independent variable developed in this research is able to explain the dependent variable.

Table 12. Coefficient Determination (R^2)

Model Summary [b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.704[a]	,496	,476	2.71264
a. Predictors: (Constant), TotalX3, TotalX1, TotalX2				
b. Dependent Variable: Performance Employee				

Source : SPSS *output* 26. Processed 2022

Results calculation For mark Adjusted R. Square (R2) on table 4.18 The coefficient of determination R2 = 0.476 or 47.6% was obtained. The resulting value presented in column R is 0.704, which means that the relationship between variables is still far from the strong criteria because it is still far from the number 1.

Meanwhile, in the Adjusted R Square, the value obtained is 0.476 which is interpreted or converted into percentages is as big as 47.6 %. Which means that the influence on employee performance that is influenced by the variables examined in this research, namely work discipline, work experience and compensation, is only 47.6%, while the remaining 52.4% is influenced by many factors. nor in variable other Which No researched in study This is because there are many variables that influence performance .

j. t test (Research Hypothesis Test)

This test is used to determine the significance of the influence of independent variables partially or individually on the dependent variable. This influence can be estimated with the obtained significant and t values. To find out whether there is work discipline (X1), Work Experience (X2), and Compensation (X3) has a significant effect on Employee Performance (Y).

Table 13. t test

Coefficients [a]

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta		

1	(Constant)	14,714	2,019		7,289	,000
	Discipline Work	.137	,066	,196	2,059	,043
	Experienc e n Work	,244	.105	,282	2,326	.023
	Compensa tion si	,234	,083	,345	2,820	,006

a. Dependent Variables: Performance Employee

Source : :Output SPSS 26. *Coefficients* . Processed 2022

Based on table 13 can is known explanation hypothesis on study this is:

a) Influence Discipline Work To Performance Employee

Based on results testing on table 4.19 on show that value t count on variable leadership Discipline Work (X_1) as big as 2,059 with value significant as big as 0.043 so must searching for mark t table ($\alpha = 0.05$) is 1.66515 , because the t value is (2.059 > 1.66515) with a significant level (0.043 < 0.05), then H_0 rejected and H_1 accepted, which means there is a positive and significant influence of Work Discipline (X1) on Employee Performance (Y).

b) Influence Work experience On Performance Employee

Based on the test results in table 4.19 above, it shows that the t value for the Work Experience variable (X_2) is 2.326 with a significant value of 0.023, so the t table value must be looked for. ($\alpha = 0.05$) is 1.66515 , because mark t count (2,326 > 1.66515) with level significant (0.023 < 0.05), then H_0 rejected and H_1 accepted, which means there is a positive and significant influence of work experience (X_2) on employee performance (Y).

c) Influence Compensation To Performance Employee

Based on the test results in table 4.19 above, it shows that the calculated t value If the Compensation variable (X3) is 2.820 with a significant value of 0.006, the t table value must be found ($\alpha = 0.05$) is 1.66515, because of the tcount value (2,820 > 1.66515) with level significant (0.006 < 0.05), so H_0 rejected and H_1 accepted, Which It means there is influence positive And significant Compensation (X_3) on employee performance (Y).

DISCUSSION

A. Influence Discipline Work (X_1) To Performance Employee (Y)

Based on the results of research conducted by researchers, the results obtained were: Discipline Work influential positive And significant to Performance Ministry of Industry employees.

Based on results testing hypothesis, found Discipline Work own value of 2,059 with significance 0.043 Where under from 0.05. This positive and significant influence indicates that increasing work motivation can have an influence improving employee performance at the Ministry of Industry. This is also proven by the coefficient value of 0.196, which means that the better the work discipline that is implemented, the higher the employee

performance that will be produced.

Based on distributing questionnaires to the Ministry of Industry. The overall average results of Work Discipline (X1) identify that Work Discipline gets a good score. From the average, the mean was 3.38, which means that the majority of respondents agreed. These results indicate that the questionnaire statement on Work Discipline (X1) at the Ministry of Industry is quite good. This research is supported by the results of research by Yantika et al., (2018) and research by Susanty & Baskoro, (2013) which concluded that work discipline have influence positive And significant to performance employee.

B. Influence Experience Work (X 2) To Performance Employee (Y)

Based on the results of research conducted by researchers, it was found that work experience had a positive and significant effect on the performance of employees of the Ministry of Industry.

Based on the results of hypothesis testing, it was found that Work Experience had a value of 2.326 with a significance of 0.023, which was below 0.05. This positive and significant influence indicates that increasing work experience can influence improving employee performance at the Ministry of Industry. This is also proven by the coefficient value of 0.282, which means that the better the work experience applied, the higher the employee performance that will be produced.

Based on distributing questionnaires to the Ministry of Industry. The overall average results of Work Experience (X2) identify that Work Experience gets a good value. From the average, the mean was 3.26, which means that the majority of respondents agreed. These results indicate that the questionnaire statements on Work Experience (X2) at the Ministry of Industry are quite good.

This research is supported by (Rahim et al., 2019) who concluded that work experience has a positive and significant influence on employee performance

C. Influence Compensation (X 3) To Performance Employee (Y)

Based on results study Which researcher do so obtained The results show that compensation has a positive and significant effect on the performance of Ministry of Industry employees. Based on the results of hypothesis testing, compensation was found own mark as big as 2,820 with significance 0.006 Where below 0.05. This positive and significant influence indicates that increasing compensation can influence the increase in employee performance at the Ministry of Industry. This is also proven by the coefficient value of 0.345, which means that the better the compensation applied, the higher the employee performance that will be produced.

Based on distributing questionnaires to the Ministry of Industry. The overall average results of Work Compensation (X3) identify that Compensation gets a good value. From the average, the mean was 3.22, which means that the majority of respondents agreed. These results indicate that the questionnaire statement on Compensation (X3) at the Ministry of Industry is quite good.

The results of this research are supported by research (Septian & Muhamad, 2021) which concludes that compensation has a positive and significant influence on employee performance

CONCLUSION

Through data analysis of employee performance research at the Ministry of Industry, researchers can conclude that the independent variable Work Discipline (X1) has a positive and significant influence on employee performance. Apart from that, the research results

also show that the independent variable Work Experience (X2) has a positive and significant influence on employee performance at the Ministry of Industry. Furthermore, the independent variable Compensation (X3) is also proven to have a positive and significant influence on employee performance at this institution. Thus, these factors emerge as important components that can improve employee performance within the Ministry of Industry.

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