

The Effect of Motivation, Discipline and Compensation on Employee Performance at PT. Brilliant Jaya Wood Industry

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ABSTRAK

Latar belakang pada penelitian ini kinerja karyawan pada PT Brilliant Jaya Wood Industry mengalami penurunan. Penelitian ini bertujuan untuk melakukan pengujian Pengaruh Motivasi, Disiplin dan Kompensasi Terhadap Kinerja Karyawan PT. Brilliant Jaya Wood Industry. Penelitian ini menggunakan metode kuantitatif. Populasi dalam penelitian ini adalah karyawan PT. Brilliant Jaya Wood Industry yang berjumlah 73 karyawan, sedangkan pengambilan sampel menggunakan teknik Non Probability Sampling dengan menggunakan sampel jenuh. Alasannya adalah karena pengambilan sampel dari populasi kurang dari 100 Sampel yang diteliti peneliti adalah 73 karyawan. Teknik analisis menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Untuk alat bantu uji menggunakan Statistical Package for the Social Sciences (SPSS). Hasil dari penelitian ini menunjukkan bahwa Motivasi Kerja, Disiplin Kerja, Dan Kompensasi berpengaruh positif dan signifikan Terhadap Kinerja Karyawan.

Kata Kunci : Motivasi Kerja, Disiplin Kerja, Kompensasi Dan Kinerja

ABSTRACT

The background of this research is that the performance of employees at PT Brilliant Jaya Wood Industry has decreased. This study aims to test the influence of motivation, discipline and compensation on employee performance at PT. Brilliant Jaya Wood Industry. This research uses quantitative methods. The population in this study were employees of PT. Brilliant Jaya Wood Industry, totaling 73 employees, while the sampling used the Non Probability Sampling technique using a saturated sample. The reason is because the sampling of the population is less than 100. The sample studied by the researcher is 73 employees. The analysis technique uses instrument testing, classical assumption test, and hypothesis testing. For the test tool, the Statistical Package for the Social Sciences (SPSS) is used. The results of this study indicate that work motivation, work discipline, and compensation have a positive and significant effect on employee performance.

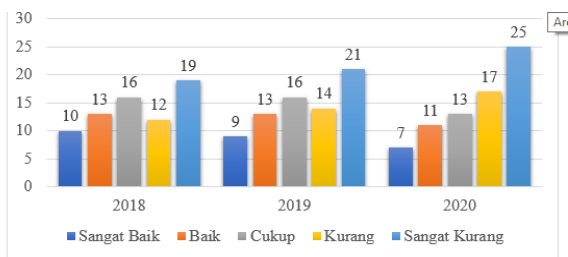
Keywords: Work Motivation, Work Discipline, Compensation and Performance

INTRODUCTION

According to Hasibuan (2017: 94), performance is a result of work achieved by a person in carrying out the tasks assigned to him. According to Sedarmayanti (2016: 260) that performance is a translation of performance which means the work of a worker, a management process or an organization as a whole where the results of the work must be shown concrete and measurable evidence. From the results of the employee performance evaluation, it can be seen whether an employee can work well or not, which is seen from the category of assessment that is compared between the

benchmarks for evaluating organizational performance and employee performance.

Performance appraisal at PT. Brilliant Jaya Wood Industry is conducted once a year, there are several indicators of assessment carried out by the company including employee discipline, work skills, work quality and teamwork. The following are the results of employee performance appraisals in 2018 - 2020 at PT. Brilliant Jaya Wood Industry which can be seen in Figure 1.



Sumber: PT. Brilliant Jaya Wood Industry

Figure 1: Graph of Employee Performance Assessment of PT. Brilliant Jaya Wood Industry 2018 – 2020

Based on picture 1 can be seen the results of employee performance appraisal PT. Brilliant Jaya Wood Industry which gets very good marks has decreased every year, in 2018 as many as 10 employees got very good scores, in 2019 there was a decrease of 9 employees getting very good scores and in 2020 there was a decrease of 7 employees getting very good scores. Meanwhile, the performance appraisal of employees who scored very poorly has increased every year, in 2018 as many as 19 employees got very low scores, in 2019 as many as 21 employees got very low scores, and in 2020 as many as 25 employees got very low scores. The increasing number of employees who get very low scores on work assessments every year, it is necessary to do research on employee performance so that the performance of employees of PT. Brilliant Jaya Wood Industry is not decreasing.

In essence, motivation is used as a solution to achieve goals. Motivation can also be a determinant of success. Organizations without motivation, the goals will not be achieved. Hasibuan & Handayani (2017:67) in their research states that motivation arises from a sense of need for oneself and the encouragement of individual desires that are directed at the goal of obtaining satisfaction. According to Hasibuan (2017: 125) discipline is a person's awareness and willingness to obey all applicable social rules and norms. According to Hasibuan (2017:118) compensation is all income in the form of money or goods directly or indirectly received by employees in return for services provided to the company.

Based on the description of the background above, the researchers conducted a study with the title "The Effect of Motivation, Discipline and Compensation on Employee Performance at PT. Brilliant Jaya Wood

Industry".

The purpose of this study was to analyze The Effect of Motivation, Discipline and Compensation on Employee Performance at PT. Brilliant Jaya Wood Industry.

LITERATURE REVIEW

Motivation

To reveal the relationship between work motivation and employee performance according to Mangkunegara (2013:122) states the relationship between motivation and performance, namely, that an employee will be willing to make greater efforts if it is believed that the effort will result in a good performance appraisal and that performance appraisal good behavior will result in greater rewards from the organization. This is in accordance with the research of Charli, et al (2020) which states that motivation has a positive and significant effect on employee performance

H1: The motivation variable has a positive effect on performance.

Discipline

According to Rivai and Sagala (2013; 825), discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase one's awareness and willingness to comply with all company regulations and applicable social norms. Discipline is one of the most important factors in achieving organizational or company goals. According to Afandi (2016; 2), due to high discipline, employees or subordinates will obey all existing regulations so that the implementation of work can be in accordance with the plans determined by the company. Discipline is very important for organizational growth and is useful for educating employees in complying with existing regulations, procedures, and policies so as to produce good performance (Sinambela, 2016; 332). This statement is reinforced by the opinion of Hasibuan (2017; 193) that better discipline reflects the higher performance he achieves. Based on the research by Syadiansyah, et al (2019), discipline has a positive influence on employee performance.

H2: Discipline variable has a positive effect on performance.

Compensation

According to Sinambela, (2016; 217) compensation is the main reason and motivation for employees to work, there are two things that companies need to remember in providing compensation. First, the compensation provided by the company must be felt to be fair by employees and second, the amount of compensation according to the sacrifices of employees given to the company so that employees can work calmly and concentrate all their thoughts and energy to complete their work which will improve performance. fairness by employees, employee performance will increase, on the contrary if compensation is felt to be unfair then employee performance will decrease. In line with research by Agung, et al (2019), compensation is significantly related to employee performance. In this study, it was suggested that the provision of compensation will improve employee performance.

H3 : The variable of compensation has a positive effect on performance.

Performance

According to Mangkunegara (2013; 67) performance is the result of work in quality and quantity achieved by an employee in the ability to carry out tasks in accordance with the responsibilities given to him by his superiors..

METHODS

Researchers use this type of quantitative research. The location of this research is Jl. Mayjend Sungkono No.100 Kebomas, Kabupaten Gresik Jawa Timur 61124. The population in this study were employees of PT. Brilliant Jaya Wood Industry, totaling 73 employees. Because the population is less than 100, the sampling technique used is total sampling. Total sampling can be done if the researcher wants to generalize with the condition that the population is small or relatively small with minimal error. Its synonym is census, when the entire population is the research sample. To determine the number of samples, the researchers took the entire population of 73 permanent employees at PT. Brilliant Jaya Wood Industry. In this study, primary data was obtained through several statements through questionnaires given to respondents, namely employees of PT Brilliant Jaya Wood Industry. The source of

this research data was obtained from the HR division and respondents' answers from employees of PT Brilliant Jaya Wood Industry, which aims to get answers from respondents. The method used is multiple linear regression analysis. This analysis is to determine the relationship between the independent and dependent variables. In addition, multiple linear regression is used to test the truth of the hypothesis proposed in the study.

RESULTS

The Effect of Motivation on Performance

Based on the results of research testing shows that work motivation has a positive and significant effect on employee performance. These results indicate the direction of a positive relationship, which means that the higher the motivation given, the employee's performance will also increase.

The Effect of Discipline on Performance

Based on the results of research testing shows that discipline has a positive and significant effect on employee performance. The results of a positive influence illustrate that the higher the discipline, the higher the employee's performance.

The Effect of Compensation on Performance

Based on the results of research testing shows that compensation has a positive and significant effect on employee performance. The results of a positive influence illustrate that the higher the compensation, the higher the employee's performance.

DISCUSSION

Conclusions can be drawn:

1. Work motivation has a positive and significant effect on employee performance at PT. Brilliant Jaya Wood Industry.
2. Work discipline has a positive and significant effect on employee performance at PT. Brilliant Jaya Wood Industry.
3. Work compensation has a positive and significant effect on employee performance at PT. Brilliant Jaya Wood Industry.

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