The Effect of Work Motivation, Compensation, and Work Discipline on Employee Performance at PT Darma Panca Samudera

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Abstract

This study aims to determine the effect of motivation, compensation, and work discipline on employee performance at PT. Dharma Five Ocean. This study uses a quantitative approach. The sampling technique used a saturated sample with the number of samples obtained as many as 85 respondents. The population used in this study were all employees of PT. Dharma Panca Samudera. The data analysis technique used in this research is the multiple linear method. The results showed that the regression equation obtained was Y=8.715+0.428X1+0.541X2+0.461X3. The results of the analysis show that motivation has a significant positive effect on employee performance with a significant value of 0.05 or 0.026 < 0.05. Compensation has a significant positive effect on employee performance with a significant value of 0.05 or 0.000 <0.05. Work discipline has a significant positive effect on employee performance with a significant value of 0.05 or 0.004 <0.05. It is recommended that to improve employee performance, management is expected to need to increase employee morale in carrying out tasks that have become the responsibility of employees so as to improve work discipline and also improve employee performance. The management should provide increased benefits and incentives to employees so that they can improve the performance of employees in the company.

Keywords: Motivation, Compensation, and Work Discipline on Employee Performance

Human resources have a very strategic position in the organization, meaning that the human element plays an important role in carrying out activities to achieve goals. Human resources have a role for the company, it is important that human resources are the prime mover of all activities or activities in achieving goals, as well as to maintain the company's existence starting from efforts to manage human resources, especially in increasing work effectiveness and efficiency to the fullest so that performance is achieved in the HR division of PT. Darma Panca Samudera, for that the existence of human resources in the organization is very strong. Sulistyani and Rosidah (2010:167).

According to Sedarmayanti (2018: 260) performance is the result of a person's work, an overall management process, where the work of a person must be shown concrete evidence and can be measured. Performance or performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization as outlined in an organization's strategic planning. The following is a picture showing the loading and unloading carried out by PT Darma Panca Samudra as follows:
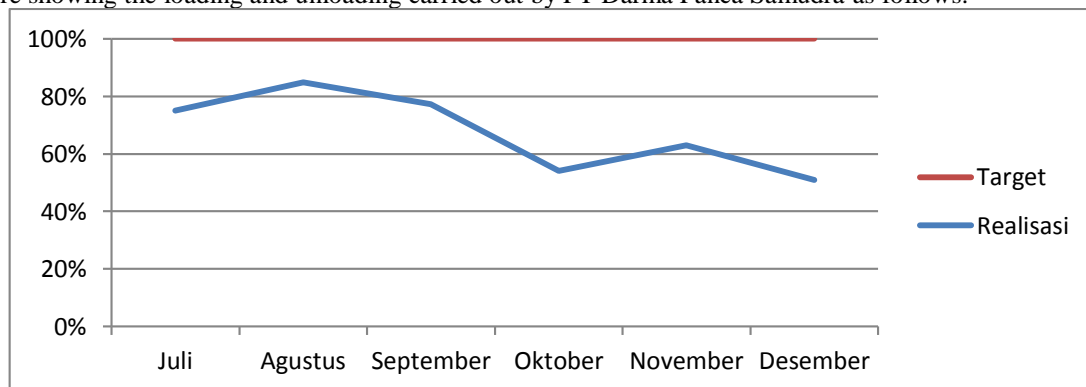

Figure 1.1 Actual loading and unloading of PT. Dharma Five Ocean

Based on Figure 1.1, the data can be seen where the performance graph is at PT Darma Panca Samudera. From July to December, they have not been able to reach the service target that has been set so that every month it has decreased. In July the percentage of decline was 78%, in August it was 82%, in September it was 78%, in October it was 59%, in November it was 62%, and in December it was 55%. The data shows that there is a decrease in the performance of employees in the Loading and Unloading Workforce (TKBM) section which is still low and continues to decline. This can be seen in the decline in the completion of loading and unloading during the last 6 months of 2020. The head of personnel at PT. Darma Panca Samudera said that during the last month of 2020 the company experienced a decline in employee performance,

Good employee performance requires high work motivation, work compensation and work discipline so that companies can develop. According to Sudarmanto (2010) states that there are many factors that cause human resources to have superior performance, so as to be able to drive organizational success, factors that can determine individual performance in various literature such as work motivation, job satisfaction, job design, commitment, leadership, participation, work discipline, clarity of direction and career, work environment, competency at work

Motivation according to Mangkunegara (2010; 93) is a condition that drives employees who are directed or directed to achieve the company's organizational goals. Giving motivation in the company is very important for employees because motivation can encourage employees to be more motivated at work and enthusiasm to contribute to the work they are responsible for.

Hasibuan, (2010: 118), compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company. By providing remuneration/compensation to employees that is quite large, the employees will be better off. Employees will be aware of and comply with applicable regulations, which will have a good impact and achieve company targets.

Discipline is a manager's action to encourage his subordinates to meet the demands of these various provisions. Employee discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees.According to Hasibuan (2011; 193) states that the better the employee discipline, the higher the work performance that can be achieved

Previous research conducted by Abdillah (2011) stated that motivation had a significant effect on performance in contrast to research conducted by Maramis (2013) which stated that motivation had no significant effect on performance.
Research conducted by Kustanto (2019) states that motivation has a significant effect on work performance. In contrast to research conducted by Putra (2018) which stated that compensation has no significant effect on performance. Research conducted by Musdalifah (2016) work discipline has a significant effect on performance but it is different from research conducted by Nelizulfa (2016) which states that leadership has no significant effect on performance.

The research gap appears to see the reality of employee performance with a number of factors that influence it which is also shown by the results of previous research studies which show a difference. Based on the results of previous studies, it was found that there were differences in research results (research gaps) conducted by researchers and based on the problems above, this could be used as a problem in this study. Therefore, researchers are interested in trying to examine the "Influence of Motivation, Compensation, and Work Discipline on Employee Performance at PT. Dharma Panca Samudera".

Work performance

Rosyida 2010: 11 employee performance or performance deficiency or performance as a result of performance that can be achieved by a person or group of people in an organization both qualitatively and quantitatively, in accordance with the respective authorities, duties and responsibilities in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals or ethics. Performance or performance is a description of the level of achievement of an implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization which is poured through planning an organizational strategy. While performance according to Scriber, Bantam. The English Dictionary explains. Performance comes from to perform with several entities, namely; (1) do, explain, and carry out. (2) To fulfill or carry out obligations or vows. (3) carry out or perfect the responsibility (to execute or complete of an underrest king). (4) To do something as expected of a person or machine.

*Motivation*Work

Malayu (2015: 23) the notion of motivation is the question of how to encourage subordinates' work enthusiasm, so that they want to work hard by providing all abilities and skills to realize company goals. Winardi argues (2016: 6) that motivation is a potential force that exists within a human being, which can be developed by himself or developed by a number of outside forces which essentially revolve around monetary rewards and non-monetary rewards, which can affect his performance results positively or negatively.

Work Compensation

Nurjaman, (2014:17) compensation is something employees receive as remuneration for their achievements in carrying out their duties. Every company must be fair in providing compensation in accordance with the workload received

by employees. Rivai (2010: 741), compensation is something employees receive in lieu of their service contribution to the company.

Work Discipline

Hasibuan (2012: 193) work discipline is a person's awareness and willingness to comply with all company regulations and applicable social norms. Awareness is the attitude of someone who voluntarily obeys all rules and is aware of their duties and responsibilities. So, he will obey / do all his duties properly, not under coercion. Willingness is an attitude, behavior and actions of a person in accordance with company regulations, whether written or not.

2. Method

This study uses a quantitative approach because the data used in this study are stated to be systematic and measurable.According to Sugiyono(2012:55) pThis research is a causal associative research, namely research that is used to determine the causal relationship between the independent variable and the dependent variable. This research was conducted at PT Darma Panca Samudera which is located at Jl. Bougenvile no.11 BP. Wetan Gresik, Kec. Kebomas, Gresik Regency, East Java, Indonesia. The population in this study were all employees of PT. Darma Panca Samudera with a total of 85 employees. The determination of the number of samples used by the authors in this study is the saturated sample method because the population is relatively small. Based on the provisions put forward by Sugiyono (2016: 85) which says that saturated sampling is a sampling technique when all members of the population are used as samples. Another term for saturated sample is census.

This study uses data collection techniques using the questionnaire method (questionnaire). The questionnaire method (questionnaire) is a data collection technique that is carried out by giving written statements or questions to respondents to answer. Sugiyono (2015:142). In this study, to measure the variables the researcher used a questionnaire which was filled out by the respondents. Measurement to determine the value of the respondents' answers in this study using a Likert Scale made in the form of a choice.

This research first tested the validity and reliability of the instrument using SPSS (Social Product of Social Science). The classical assumption, the analytical technique used in this study was multiple linear regression analysis. This was used to determine the effect of the independent variables on the dependent variable.

3. Findings and Discussion

The method of determining the sample used in this study is sampling in this study because the sample is saturated because the population is relatively small. Based on the provisions put forward by Sugiyono (2016: 85) which says that saturated sampling is a sampling technique when all members of the population are used as samples. Another term for a saturated sample is census. the population is 85, so the sample taken is 85 employees.

Questionnaires were distributed from December 28 to January 5. From the acquisition of 85 data results through distributing questionnaires, they will then be processed using an analytical tool in the form of SPSS.

Gender

Table 1 Characteristics of Respondents by Gender

Gender	Number of people	Percentage (%)
Man	62	73%
Woman	23	27%
Amount	85	100%

Validity test

Table 2 Validity Test Results

Variable	Statement	R Count	R Table	Information
Employee performance (Y)	Y1.1	0.741	0.2133	Valid
	Y1.2	0.576	0.2133	Valid
	Y1.3	0.613	0.2133	Valid
	Y1.4	0.658	0.2133	Valid
	Y1.5	0.681	0.2133	Valid

	Y1.6	0.533	0.2133	Valid
	Y1.7	0.741	0.2133	Valid
Motivation (X1)	X1.1	0.846	0.2133	Valid
	X1.2	0.833	0.2133	Valid
	X1.3	0.692	0.2133	Valid
Compensation (X2)	X2.1	0.833	0.2133	Valid
	X2.2	0.779	0.2133	Valid
	X2.3	0.791	0.2133	Valid
	X2.4	0.660	0.2133	Valid
Work Discipline (X3)	X3.1	0.845	0.2133	Valid
	X3.2	0.769	0.2133	Valid
	X3.3	0.782	0.2133	Valid

Based on table 4.8 it shows that all the statement items in the questionnaire are proven valid. This is indicated by all statement items showing rcount> rtable 0.2133 thus the 17 items can be used as research instruments

Reliability Test

Table 3 Reliability Test Results

Variable	*Cronbach Alpha*	Critical Value	Information
Employee performance (Y)	0.768	0.70	Reliable
Motivation (X1)	0.706	0.70	Reliable
Compensation (X_2)	0.767	0.70	Reliable
Work Discipline (X3)	0.717	0.70	Reliable

Based on table 3 the results of the reliability test can be explained that the Cronbach Alpha value is > 0.70, it can be concluded that the statements in the questionnaire are reliable and acceptable.

Normality test

Table 4 Normality Test Results

		Unstandardized Residuals
N		85
Normal Parameters	Means	0.000000
	std. Deviation	2.63484003
Most Extreme Differences	absolute	0.051
	Positive	0.049
	Negative	-0.051
Kolmogorov-Smirnov Z		0.051
asymp. Sig. (2-tailed)		0.200

Based on the output of table 4, it is known that the value of Asymp. Sig (2-tailed) is 0.200 greater than 0.05. This shows that the significant value is > α (0.200 > 0.05) so that it can be concluded that H0 is accepted, which means that the residual data is normally distributed.

Multicollinearity Test

Table 5 Multicollinearity Test Results

Variable	*tolerance*	*VIF*
Motivation (X1)	0.726	1.376

Compensation (X2)	0.600	1,667
Work Discipline (X3)	0.686	1,458

Based on table 5 it can be seen that the VIF of all independent variables is less than 10 and has a tolerance value greater than 0.10, meaning that all independent variables in this study do not have multicollinearity problems.

Heteorskedasitas test

Table 6 Heteroscedasticity Test Results

Variable	Sig	Conclusion
Motivation (X1)	0.143	There are no symptoms of heteroscedasticity
Compensation (X2)	0.254	There are no symptoms of heteroscedasticity
Work Discipline (X3)	0.311	There are no symptoms of heteroscedasticity

Based on table 6 above, it shows that the Glejser test results can be seen with sig > 0.05. For the sig value of motivation (X1) of 0.143 then the sig value of compensation (X2) is 0.254 and the sig value of work discipline (X3) is 0.311. This shows that there are no symptoms of heteroscedasticity.

Multiple Linear Test

Table 7 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	std. Error	Betas
(Constant)	8,715	2005	
Motivation	.428	.189	.205
Compensation	.541	.137	.395
Work Discipline	.461	.157	.274

From table 7 the first equation can be arranged by including the results of the unstandardized coefficients in the multiple linear regression model as follows:

$$Y = 8.715 + 0.428 X_1 + 0.541 X_2 + 0.461 X_3 + e$$

The regression equation above has the following meaning:

1. Value $\alpha = 8.715$
    This means that if motivation, compensation and work discipline are worth 0, then the employee's performance value is 0.546.
2. β_1 value = motivation (X1) of 0.428
    This means that there is a positive relationship between motivation and employee performance (Y), the higher the motivation, the higher the employee performance.
3. The value of β_2 = compensation (X2) is 0.541
    This means that there is a positive relationship between compensation and employee performance (Y), the higher the compensation given, the higher the employee performance.
4. β_3 value = work discipline (X3) of 0.461
    This means that there is a positive relationship between compensation and employee performance (Y), the higher the work discipline given, the higher the employee performance. The higher the work discipline, the higher the employee performance.

Hypothesis Test t

Table 8 Test Results t

Variable	Sig. t	Results
Motivation (X1)	0.026	Significant
Compensation (X2)	0.000	Significant
Work Discipline (X3)	0.004	Significant

The following is an explanation of each variable:

1. motivation variable
   Significance t < significance value 0.05 or 0.026 < 0.05. So it can be concluded that H0 is rejected and H1 is accepted, which means that motivation has a significant effect on employee performance.
2. Compensation variable
   Significance t < significance value 0.05 or 0.000 < 0.05. So it can be concluded that H0 is rejected and H1 is accepted, which means that compensation has a significant effect on employee performance.
3. Work discipline variable
   Significance t < significance value 0.05 or 0.004 < 0.05. So it can be concluded that H0 is rejected and H1 is accepted, which means that work discipline has a significant effect on employee performance.

4. Conclusion

Ardhana (2012: 193) Motivation is a skill possessed by a person to direct employees to a goal that is owned by the company so that they want to work and try so that the wishes of the employees and the goals of the organization can be achieved. Motivation is also an emotion that exists in a person, which can be developed alone or also encouragement from other people who can affect the results of that person's work. Based on the results of the respondents' responses and assessments about motivation (X1) it has the highest score of 319 on the item that selecting exemplary employees encourages me to develop myself. These results indicate the direction of a positive relationship, which means that the better the company's motivation, the employee's performance will also increase.

Sinambela (2016; 217) defines compensation as the main reason and motivation for employees to work, there are two things that need to be remembered by companies in providing compensation, namely the fairness of compensation and the amount of compensation according to employee sacrifices so that employees can work calmly and concentrate all their thoughts and energy to complete their work which will improve performance. Based on the results of responses and respondents' assessments of compensation (X2) it has the highest score of 312 on the item that companies always reward employees who have stopped working. These results indicate the direction of a positive relationship, which means that the more compensation is given, the higher the employee's performance.

Rivai (2011; 825) that work discipline is a means to be able to make the workforce obtain a high level of productivity as expected by the company, in the short and long term, by applying work discipline properly, employee performance will increase. Based on the results of the respondents' responses and assessments of work discipline (X3) it has the highest score of 304 on the item that leaders always set a good example for their subordinates. These results indicate the direction of a positive relationship, which means that the higher the work discipline, the higher the employee's performance. The level of discipline given by the company to employees can be seen from the attitude of discipline, exemplary leadership and remuneration. With this, employees will be willing to obey the company.

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