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Analysis of Factors Affecting the Work Discipline of Employees CV. Golden Seafresh Medan

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ABSTRACT

This study aims to determine the effect of compensation, leadership and supervision on the work discipline of employees of CV. Golden Seafresh Medan. This type of research is explanatory research. The population in this study were all employees of CV. Golden Seafresh has 59 employees. The technique of determining the sample uses a saturated sample. In this study, the questionnaire will be distributed as measured by a Likert scale. Data analysis used multiple linear regression analysis and coefficient of determination as well as simultaneous and partial tests. The results showed that compensation, leadership, and supervision partially or simultaneously had a positive and significant effect on employee work discipline on CV. Golden Seafresh. Based on the results of this study, the implication for management is to be able to adjust compensation, leadership style and implementation of better supervision.

1. Introduction

In a company's operating system, the potential of human resources is essentially one of the capital and plays a most important role in achieving company goals. Therefore, companies need to manage human resources as well as possible. Likewise, to face today's competition, companies must be able to have good quality human resources. Human resources are a crucial aspect to support the company's achievement in order to be able to survive in today's tight competition between companies. Therefore, a company must be able to manage its human resources well in order to improve the work provided in the company and one of them is the existence of good work discipline.

CV. Golden Seafresh is a company that offers marine products such as squid, shrimp, fish and so on. Based on observations made, employee work discipline in carrying out work activities is felt to be poor where employees cannot always be disciplined in carrying out their work such as employees always arriving late or not on time in providing work reports that should have been due in the previous few days. In addition, not a few employees often ask for permission or leave for reasons of family matters or want to go for a health check-up. Some employees also often do not come to work on the grounds that they are sick. The lack of employee discipline at work, of course, has a very bad impact on the company's operations, one of which is hampered work results and all employee work activities in the company are hampered due to the delay. Based on the initial observations that have been made, the low discipline of employees at work is assessed because it is influenced by the provision of inappropriate compensation where the discrepancy is related to the discrepancy between the work obtained and the level of compensation they receive because some employees state that they get a lot of work, but the the compensation he received was not commensurate. The employees also feel that they rarely get awards even though they have worked as hard as possible. Furthermore, there are other things such as leadership that makes employees less disciplined because some employees state that their own leaders have poor discipline so that this is an example for the employees. In addition, their own leaders are often late in giving directions or responses to their employees so that this is something that is handed down directly by their superiors. Moreover, the supervision carried out in the company is still not good because employees can

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freely come to work late, accompanied by the leadership rarely being in place so that employees can freely enter work without good supervision.

2. Research Method

2.1 Location and Time

The research was conducted at CV. Golden Seafresh with the address at Jalan Captain Rahmad Buddin No. 86-4, Medan. The research time is planned from October 2021 to January 2022.

2.2 Population and Sample

The population in this study were all employees of CV. Golden Seafresh totaling 59 employees. The sampling technique is to use a saturated sample where the entire population will be used as the research sample.

2.3 Data Collection Method

Data collection through questionnaires is done by asking questions to the parties related to the problem under study. To assess respondents' responses, the author uses a Likert scale that uses several question items to measure individual behavior by responding to 5 choice points on each question item.

2.4 Validity and Reliability Test

The data obtained need to be tested for accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instruments) used are. Based on the research, each questionnaire item variable was tested for validity, all questionnaires had met the valid criteria and were eligible to be used as questionnaires in further research. While in the reliability test, all questionnaire items are reliable variables and can be used as research instruments.

3. Research and Analysis

3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There are several methods to perform normality test such as histogram graph, normal probability graph regression plot and Kolmogorov Smirnov one sample statistic.

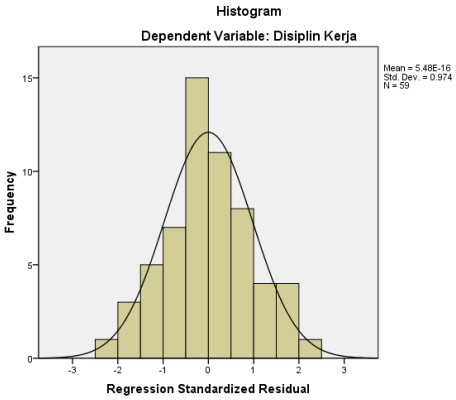

Fig 1. Histogram Graphic

Based on the picture above, it can be seen that the line forms a bell, neither to the left nor to the right. This shows that the data are normally distributed and meet the assumption of normality.

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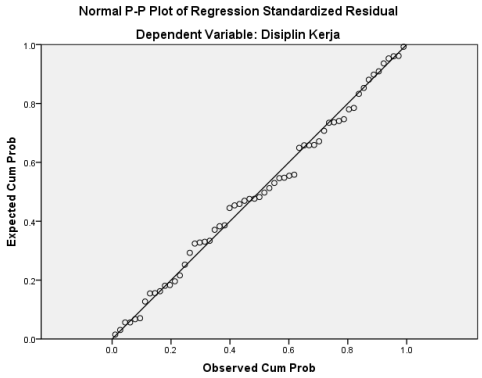

Fig 2. Normal Probability Plot of Regression Graphic

Based on the picture above, it can be seen that the data (dots) spread around the diagonal line and follow the diagonal line. So from the picture it can be concluded that the regression model residuals are normally distributed.

Table 1
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		59
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.87434743
Most Extreme Differences	Absolute	.068
	Positive	.068
	Negative	-.054
Kolmogorov-Smirnov Z		.519
Asymp. Sig. (2-tailed)		.951

a. Test distribution is Normal.
b. Calculated from data.
Source: Research Result, 2021

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significance value is greater than 0.05, namely 0.951, so it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between the independent variables where a good regression model should not have a perfect or almost perfect correlation between the independent variables. The test method commonly used is to look at the Tolerance and Variance Inflation Factor (VIF) value in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

Table 2
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compensation	,893	1,120
	Leadership	,885	1,130
	Supervision	,910	1,099

a. Dependent Variable: Work Discipline
Source: Research Result, 2021

Based on the table, the test shows that all variables have a tolerance value of more than 0.1 and a VIF value of less than 10 which can be concluded that there are no problems found in the multicollinearity test.

3.3 Heteroscedasticity Test

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Heteroscedasticity is a condition where in the regression model there is an inequality of variance from the residuals from one observation to another observation where a good regression model does not occur heteroscedasticity. Various kinds of heteroscedasticity tests, such as the Scatterplots test which is done by looking at the pattern points on the graph that spread randomly and do not form a pattern on the graph, it is stated that there is no heteroscedasticity problem.

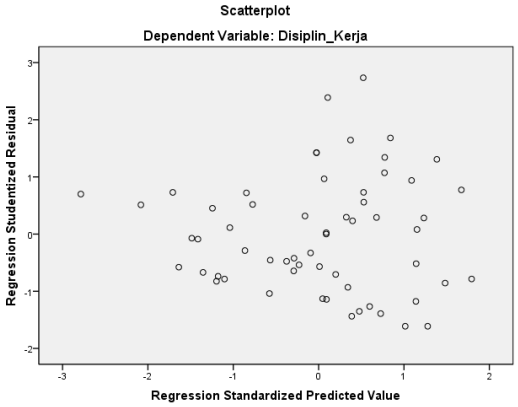

Fig 3. Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the points spread randomly and do not form a clear pattern and spread both above and below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict performance. based on the input of the independent variables.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant effect partially or simultaneously between two or more independent variables on one independent variable.

Table 3
Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	.292	3.838		.076	.940		
	Compensation	.294	.081	.368	3.636	.001	.893	1.120
	Leadership	.337	.090	.379	3.735	.000	.885	1.130
	Supervision	.329	.082	.401	4.005	.000	.910	1.099

a. Dependent Variable: Work Discipline

Source: Research Result, 2021

$$Work\ Discipline = 0{,}292 + 0{,}294\ Compensation + 0{,}337\ Leadership + 0{,}329\ Supervision + e \quad (1)$$

Based on the above equation, then: Constant (a) = 0.292. This means that if the independent variables, namely compensation, leadership, and work supervision are worth 0, then work discipline on CV. Golden Seafresh is 0.292. Where if there is an increase in compensation, there will be an increase in work discipline by 0.294. Likewise with leadership where if there is an increase in leadership, work discipline will increase by 0.337. If there is an increase in supervision, work discipline will increase by 0.329.

3.5 Coefficient Determination

Determination Analysis or also called R Square symbolized by R2 is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the influence of the independent variable (X) on the variable bound (Y) is getting weaker. On the other hand, if the coefficient of determination is close to 1, then the influence of the independent variable on the dependent variable is getting stronger.

Thus, if the coefficient of determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then the contribution given by the independent variable to the dependent variable is perfect.

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Table 4
Coefficient Determination Test
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706[a]	.498	.470	1.925

a. Predictors: (Constant), Supervision, Compensation, Leadership
b. Dependent Variable: Work Discipline
Source: Research Result, 2021

Based on the table above, the coefficient of determination R Square is 0.470. This shows that the variables of compensation, leadership, and supervisory abilities explain their effect on work discipline on CV. Golden Seafresh by 47%. While the remaining 53% is the influence of other independent variables not examined in this study such as organizational climate, work stress, work conflict, and other factors.

3.6 Simultaneous Hypothesis Test (F Test)

The F test or regression coefficient test is used to determine whether the independent variable simultaneously has a significant effect on the dependent variable. In this case, to find out whether the independent variable simultaneously has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

H0 Accepted if: Fcount < Ftable
Hα Accepted if: Fcount > Ftable

Table 5
ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.964	3	67.321	18.171	.000[a]
	Residual	203.764	55	3.705		
	Total	405.729	58			

a. Predictors: (Constant), Supervision, Compensation, Leadership
b. Dependent Variable: Work Discipline

Based on the table above, the value of Ftable (2.76) and significance = 5% (0.05), namely Fcount (18.171) and sig.a (0.000a). This shows that the results of the study accept Ha and reject H0. The comparison between Fcount and Ftable can prove that simultaneously compensation, leadership and supervision have a positive and significant effect on employee work discipline on CV. Golden Seafresh.

3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect on the dependent variable or not. In this case, to find out whether the independent variable partially has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-tailed test. The criteria for evaluating the hypothesis in this t-test are:

H0 Accepted if: tcount < ttable
Hα Accepted if: tcount > ttable

Table 6
Coefficient Test

Model		t	Sig.
1	(Constant)	.076	.940
	Compensation	3.636	.001
	Leadership	3.735	.000
	Supervision	4.005	.000

a. Dependent Variable: Work Discipline
Source: Research Result, 2021

The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect on the dependent variable or not. In this case, to find out whether the independent variable partially has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-tailed test. The criteria for evaluating the hypothesis in this t-test are:

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H0 Accepted if: tcount < ttable
Hα Accepted if: tcount > ttable

4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows:

a. The results of the t-test state that the compensation variable has a value of tcount (3.636) > ttable (2.001), which means that there is a partially significant positive effect between compensation on employee work discipline on CV. Golden Seafresh.
b. The results of the t-test state that the leadership variable has a value of tcount (3.735) > ttable (2.001), which means that there is a partially significant positive effect between leadership on employee work discipline on CV. Golden Seafresh.
c. The results of the t-test indicate that the supervisory variable has a value of tcount (4.005) > ttable (2.001) which means that there is a partially significant positive effect between supervision on employee work discipline on CV. Golden Seafresh.
d. The results of the F test also state that the value of Ftable (2.76) and significant = 5% (0.05), namely Fcount (18.171) and sig.a (0.000a). This shows that the results of the study accept Ha and reject H0. Comparison between Fcount and Ftable can prove that simultaneously compensation, leadership, and supervision have a positive and significant effect on employee work discipline on CV. Golden Seafresh.
e. The value of the coefficient of determination R Square is 0.470. This shows that the variables of compensation, leadership, and supervisory abilities explain their effect on work discipline on CV. Golden Seafresh by 47%. While the remaining 53% is the influence of other independent variables not examined in this study such as organizational climate, work stress, work conflict, and other factors.

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