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Effect of Discipline, Work Stress And Compensation on Employee Performance at PT. Central Proteina Prima, TBK

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ABSTRACT

Research at PT Central Proteinaprima, Tbk, aims to examine the effect of work discipline, job stress and job compensation to the decline in the performance of employees. The data used are primary data collected from the questionnaire. The population is karyawanPT Central Proteinaprima, Tbk, andsampling techniques using simple random sampling.The analysis model is a model of multiple linear regression analysis, the coefficient of determination simultaneous testing (Test-F) and partial (t-test). The results showed the discipline of work, job stress and job compensation simultaneously significant effect on employee performance. Partially labor discipline and labor compensation significant effect on performance while job stress had no significant effect on employee performance.

1. Introduction

Human Resources (HR) has an important role in a company, especially in achieving the goals of a company. Human resources is an important factor in the income or gains of a company's profits, therefore, not be surprised if every company continues to improve and enhance the existing human resources. The human resources management is an important aspect in the development of a company, therefore if the company can properly manage human resources, better known by employees will help improve the potency and effectiveness as well the efficiency of work of employees themselves

PT. Central Proteinaprima, Tbk is a leading aquaculture company in Indonesia which is engaged in feed, probiotics and shrimp products to the domestic market are also imported. This company has been established for over 37 years with the goal of exporting more than 10 countries. In maintaining and improving company, PT. Central Proteinaprima, Tbk has always sought to maximize the quality of employee performance. But the development of this company has decreased. The decrease is due to the company's employee performance decreases seen from the decline in its sales targets. The decrease employee performance caused due to discipline the employee to work. Employees at PT. Central Proteinaprima, Tbk was often late for work and still often absent from work.

Stress experienced employees working at PT. Central Proteinaprima, Tbk is quite high. It can be seen from the turnover of employees in the company. Employees often get pressure from his superiors so that employees feel less comfortable in working, it could lead to employees feeling uncomfortable and will impact on the employee's performance. Besides the compensation given by the company is small. Compensation provided in the company is not in accordance with the responsibilities of the employee so that the employee would be no motivation to work and will result in reduced performance of the employees themselves.

2. Literature Review

2.1. Performance

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According Moeheriono (2012: 95), the notion of performance or the performance of an overview of the level of achievement of the implementation of a program of activities or policies in realizing each of the goals, objectives, vision and mission of the organization as outlined melalalui strategic planning of an organization.

According to Kashmir (2016: 182), the notion of performance is the result of work and work behavior that has been achieved to accomplish responsibilities and duties granted in a given period.

According to Edison et al (2016: 190), the performance is the result of a process that refers to and measured over a certain period of time under the provisions or agreements predefined

2.2. Discipline

According Sutrisno (2014: 89), explains that the discipline kerjaadalah person's behavior in accordance with the rules, procedures existing work, or work discipline is the attitude of behavior and act in accordance with the organization's rules, written or unwritten

According Hasibuan (2016: 193) explains that the discipline is the sixth operative functions of human resource management is most important because the better the employee discipline the employee performance is getting better.

According Septiasari (2017), labor discipline directly affects employee performance serketariat fields and industrial fields in the Department of Industry, Trade, Cooperatives and Small and Medium Enterprises in Samarinda. With discovered these problems researchers advise that leadership provides strict sanctions against employees who violate hours to work, and compliance with the regulations, provide training for employees who were not optimal in increasing the number of jobs and the quality of work and leadership can adjust the work that is given with time needed

2.3. Work stress

According Mangkunagara (2013: 157), work stress is distress experienced by employees in the face of the work. Work stress is evident from symtom (disease or illness undesirable), among others, emotional instability, feelings of calm, aloof, sleeplessness, excessive smoking, can not relax, anxiety, tension, nervousness, increased blood pressure, and indigestion

According to Handoko (2014: 202), when the stress becomes too great, the performance of the work will begin to decline, due to the stress interfere with the implementation of the work. Employees lose the ability to control it, become unable to make decisions - decisions and behavior becomes irregular.

According Jayanti, et al (2015) work stress, job demand had the greatest influence than others. While the performance of employees, the highest factor is in cooperation shows that the relationship between employees hublang very good.

2.4. Compensation

According Sunyoto (2015: 154), the compensation is an important component in conjunction with the employee, the compensation includes the form of direct payments, indirect payment in the form of employee benefits and incentives for memoticasi employees to work hard to achieve higher productivity.

According Badriyah (2015: 153) shows that the compensatory function well enough compensation to employees are doing well will encourage them to work towards a better and more productive work. In other words, there is a tendency to shift or move employees from companies that compensate low to high compensation the company by showing a better performance.

According Firmandari (2014) Employees who are motivated by the salary and allowances, will work in earnest and energetic, eager to do the tasks given by the company to get a better career. Instead of employees with low motivation akansering featuring discomfort and dissatisfaction with the job. Akibatkan they become poor performance and work performance are not visible. Salaries and allowances as deemed appropriate, will affect the company's performance. With the motivation to work towards our employees, both in the form of salary, allowances and bonuses, it will further improve results with better employee performance.

2.5. Journal Researcher Accomplished

According to research Jayanti and Maulidia Rica (2015), entitled Work Stress Effect Against Employee Performance At PDAM Tirtanadi Sei agul Medan Branch stated that partial work stress significantly influence employee performance.

According Firmandari Nuraini Research (2014), entitled Compensation Effect on Employee Performance With Work Motivation For Variable Moderation (Studies in Bank Mandiri Branch Office Yogyakarta) that states the partial compensation of positive and significant influence on employee performance.

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According to research Devy Dayang Septiasari (2017), entitled Effects of Work Discipline Against Employee Performance At the Department of Industry, Trade, Cooperatives and Micro, Small and Medium province of East Kalimantan in Samarinda (Sector Secretariat and Industrial Sector) stating partial work discipline positive effect significantly to the performance of employees.

2.6. Conceptual framework

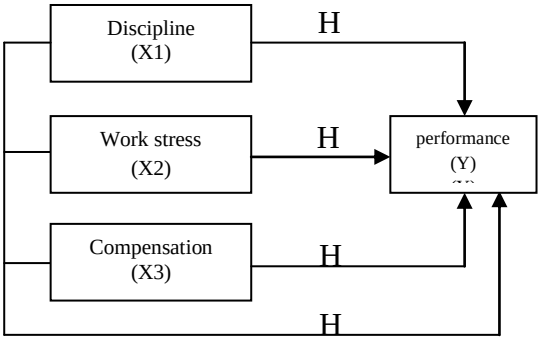

Image 1. conceptual framework**,**

2.7. Hypothesis

1) Labor discipline supposed to influence the performance of the PT. Central Proteinaprima, Tbk.
2) Work stress supposed to influence the performance of the PT. Central Proteinaprima, Tbk.
3) Labor compensation supposed to influence the performance of the PT. Central Proteinaprima, Tbk.
4) Work discipline, work stress and work compensation supposed to influence the performance of the PT. Central Proteinaprima, Tbk

3. Research Methods

3.1. Types of Research

This type of research is quantitative using quantitative descriptive method. The nature of the research that is used is explanatory research.

3.2. Population and Sample Research

The population in this study were employees PT. Central Proteinaprima, Tbk which amounted to 130 people. Sampling method in this research using random sampling (random) were calculated using the formula slovin and the result is 98, for a valid test and reliability test samples of 30 people outside.

3.3. Data collection technique

The method used to collect data in this research is a field research by:

1) Survey, the authors conducted a survey directly on the object of research.
2) The list of questions, the questions submitted in writing to the respondent is an employee at PT. Central Proteinaprima, Tbk.

3.4. Validity and reliability Instruments Variable

a. Validity test

Phase to test the validity as follows:

1) A questionnaire was distributed to 30 respondents. After the questionnaires were distributed to 30 respondents are collected, then do tabulation. After that, the data on the correlation between test scores do item statement with a total score of constructs or variables.
2) After that do the tests of significance by comparing the value r is calculated by the value of r table for degree of freedom (df) = n - 2, in this case n is the number of samples with alpha = 0.05. According Ghozali (2016: 53) The validity of instruments (gauges) can be determined by comparing the value of r count r table with the following provisions:
   a) When rhitung ≥ rtabel then rejected H1 and H2 is received (valid)
   b) When rhitung <rtabel then accepted H1 and H2 is rejected (invalid)
   Correlation corrected item total value of each question is greater than the coefficient of 0.361 and a relationship that is significantly smaller value than the significant level ie 0, 05 then the questions are considered valid.

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b. Test Reliability

Reliability testing criteria is if the value of Cronbach Alpha> 0.60 then declared unreliable and if the value of Cronbach Alpha <0.60 then declared unreliable

3.5. Analysis method

a. Classic assumption test

Classic assumption test performed as follows:

1) Normality Test aims to test whether the regression model, or residual confounding variables have a normal distribution. There are two tests in a test of normality, namely:
   a) analysis charts
      see residual normality is to look at the histogram graph that compares the two observsi with distribution approaches a normal distribution. More reliable method is to look normal probability plots comparing the cumulative distribution of the normal distribution. The normal distribution will form a straight diagonal line, and plotting the data will be compared with the residual diagonal lines. If the residual data distribution is normal, then the line which portray actual data will follow the diagonal line
   b) Statistic analysis
      statistical test that can be used to test the normality of the residuals is a non-parametric statistical tests Kolmogorof Smirnov (KS). In this test, the guidelines used in making decisions are:
      - If the significance value <0.05 then the residual data distribution is not normal
      - If the significance value> 0.05 then the data were normally distributed residuals
2) test Multicollinearity
   Analysis Multicollinearity, if VIF is more than 10, it can be said to occur multikolinearitas.Kriteria to indicate multicoloniarity is Tolrance value <0.10 or equal to niai VIF> 10
3) test heterokedastisitas
   This test is used to determine whether the variance of the residuals is not the same for all observations, which led to the estimator becomes inefficient and the coefficient of determination would be very high. If these observations are of a different variant, it is called heterokedastisitas. In other words, this test is intended to look at the distance squared distribution points to the regression line. There are 2 ui for heteroscedasticity test, namely:
   a) See scatterplot graph between the predicted value of the dependent variable (dependent) is ZPRED with residual SRESID. scatterplot graph criteria are:
      - If there are certain patterns, such as dots that no specific form regular patterns (wavy, widened and then narrowed), it indicates there has been a heteroskedastisitas.
      - If there is no clear pattern, as well as the points spread above and below the number 0 on the Y axis, it does not happen Heteroskidastity
   b) In this study, a statistical test is selected Glejser test. Glejser test criteria is if a statistically significant independent variables affect the dependent variable then no indication of heteroscedasticity.

b. Hypothesis testing

Hypothesis testing using:

1) Multiple Linear Regression Analysis
   Multiple linear regression analysis is a statistical method commonly used to examine the relationship between a dependent variable and several independent variables.
   Multiple linear regression equation is as follows:

$$\mathbf{Y = a + b1x1 + b2X2 + b3X3 + e}$$

Where :

Y	=	performance of employees
X1	=	labor discipline
X2	=	Work stress
X3	=	labor compensation
b1-3	=	Partial coefficient for each of the variables X1, X2, X3

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2) Koefrisien determination (R2), coefficient of determination is required to measure the influence of the independent variable (X) on the dependent variable (Y).
3) F-test was used to test the level of significance of regression coefficients of independent variables together on the dependent variable. to determine the hypothesis is accepted or rejected is done by comparing Fhitung with Ftable at 5% confidence level (α = 0.05) with the following conditions:
   a) If Fhitung> Ftabelmaka Ha accepted and H0 is rejected.
   b) If Fhitung <F table then H0 is accepted and Ha is rejected

4) T test was used to test the effect of independent variables partially or respectively with the test criteria. to determine the hypothesis is accepted or rejected is done by comparing t with ttable at 5% confidence level (α = 0.05) with the following conditions:
   a) If t> ttabelatau -thitung <-ttabel then Ha Ho accepted and rejected.
   b) If t <ttabelmaka Ho accepted and Ha is rejected

4. Results and Discussion

4.1. Descriptive Statistics Analysis

Table 1. Hasil Analysis Descriptive Statistics

descriptive Statistics

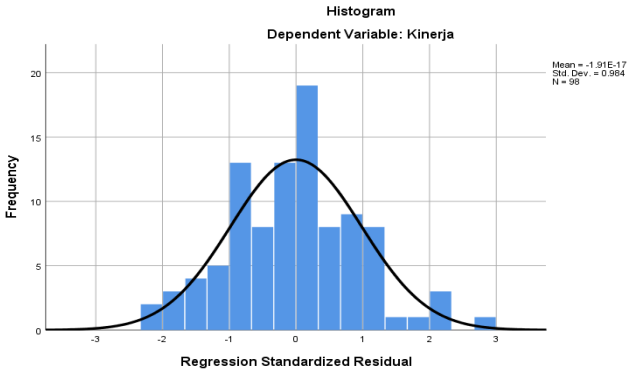
	N	Minimum	maximum	mean	Std. deviation
Discipline	98	20:00	46.00	33.6939	5.37349
Work stress	98	13:00	38.00	27.8367	4.83478
Compensation	98	19:00	51.00	34.1531	7.95652
performance	98	25.00	49.00	37.1429	5.00103
Valid N (listwise)	98				

Source: Research Findings, 2019

From Table 1 it can be seen that the amount of data used is 98 people who are employees of PT. Central Proteinaprima, Tbk, discipline variable has a minimum value of 20 and a maximum value of 46 with the average - average and standard deviation 33.6939 5.37349. Variable work stress has a minimum value of 13 and a maximum value of 38 with the average - average and standard deviation 27.8367 4.83478. Variable compensation has a minimum value of 19 and a maximum value of 51 with a value - average and standard deviation 34.1531 7.95652. Performance variable has a minimum value of 25 and a maximum value of 49 with a value - average and standard deviation 37.1429 5.00103.

4.2. Classic assumption test

a. Normality test



Source: Research Findings, 2019

Fig 1. Normality Test Results with Histogram Chart

Figure 1 above shows that the bell-shaped line, do not stray to the left or to the right. This suggests that the normal distribution of data and satisfy the assumptions of normality.

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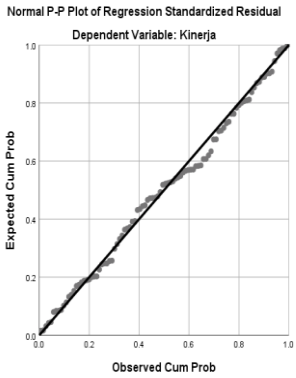

Source: Research Findings, 2019

Fig 2. Results Normality Test Method Probability Plot

Figure 2 shows that the data spread around the diagonal line and follow the direction of the diagonal line. It is explained that the data is regressed in this study normal distribution.

Table 2

Hasil Normality Tests One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Residual unstandardized
N		98
Normal Parametersa, b	mean	0.0000000
	Std. deviation	4.62156637
Most Extreme Differences	Absolute	0067
	positive	0067
	negative	-0042
Test Statistic		0067
Asymp. Sig. (2-tailed)		.200c, d

Source: Research Findings, 2019

Based on the output results in Table 2 was obtained Asymp value. Sig. (2-tailed) of 0,200.Karena Asymp. Sig. (2-tailed) is greater than 5% (0.05) then the residual variable with a normal distribution.

b. Test Multicollinearity

Table 3

Results Test Multicollinearity

Coefficientsa

Model		Coefficients unstandardized		standardized Coefficients	t	Sig.	collinearity Statistics	
		B	Std. Error	beta			tolerance	VIF
1	(Constant)	30 741	4026		7,635	0000		
	Discipline	0230	0092	0248	2,506	0014	0931	1,074
	Work stress	0144	0102	0139	1,406	0163	0928	1,077
	Compensation	-0157	0060	-0250	-2609	0011	0990	1,010

a. Dependent Variable: Performance

Source: Research Findings, 2019

In Table 3 obtained VIF on discipline variable of 1.074, amounting to 1,077 job stress, and compensation of 1,010 where less than 10 and the value of tolerance for the variable of 0.931 discipline, job stress of 0.928, and a compensation of 0,990 which is more than 0.10. It shows no symptoms of multikolinearitas

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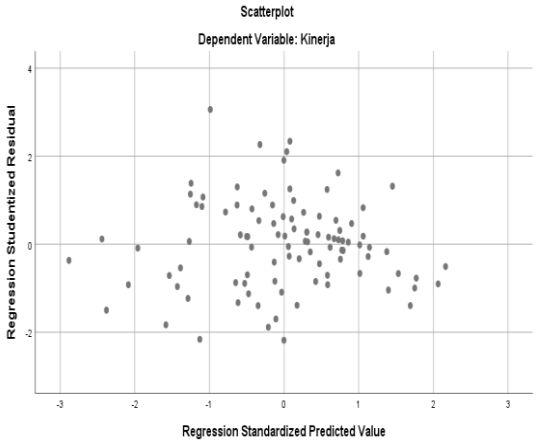
c. Test Heteroskidastity



Source: Research Findings, 2019

Fig 3. Results Testing Heteroskidastity

In Figure 3, seen the point spread which does not form a pattern - a specific pattern and spread both above and below the number 0 on the Y axis and based on the picture then there is no heteroscedasticity thus feasible to use regression models

5. Results of Data Analysis Research

5.1. Analysis of Multiple Linear Regression Equations

Table 4.
Result Multiple Linear Regression Testing
Coefficientsa

Model		Coefficients unstandardized		standardized Coefficients	t	Sig.
		B	Std. Error	beta		
1	(Constant)	30 741	4026		7,635	0000
	Discipline	0230	0092	0248	2,506	0014
	Work stress	0144	0102	0139	1,406	0163
	Compensation	-0157	0060	-0250	-2609	0011

a. Dependent Variable: Performance

Source: Research Findings, 2019

From Table 4, it can be in the know the value of multiple linear regression equation in this study are as follows:

Performance = 30.741 + 0.230 + 0.144 Discipline of Work Stress - 0.157 Compensation

5.2. The coefficient of determination (R2)

Table 5.
Value Coefficient of Determination (R Square)
Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.382a	0146	0119	4.69474

Source: Research Findings, 2019

Based on Table III.6, adjusted R Square is 0.119 means that the capacity variation discipline variable (X1), work stress (X2) and compensation (X3) can explain the variation of performance of 11.9% and the balance of 88.1% is explained by variables - independent variables that are not investigated as organizational culture, competence. And others

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5.3. Simultaneous Hypothesis Testing (Test-F)

Table 6.
Results Test-F
ANOVAa

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	354 189	3	118 063	5,357	.002b
	residual	2071.811	94	22 041		
	Total	2426.000	97			

Source: Research Findings, 2019

In Table 6, obtained Fhitung 5.357 whereas at α = 0.05 by 2.70 Ftabel obtained from these results are known F count> F table, and 0,002 or smaller significance of α = 0.05. This shows that H0 is rejected and Ha accepted, which means that the variable discipline, work stress and compensation simultaneously significant effect on the performance variables

5.4. Hypothesis Testing In Partial (t-test)

Table 7
The results of T-test
Coefficientsa

Model		Coefficients unstandardized		standardized Coefficients		
		B	Std. Error	beta	T	Sig.
1	(Constant)	30 741	4026		7,635	0000
	Discipline	0230	0092	0248	2,506	0014
	Work stress	0144	0102	0139	1,406	0163
	Compensation	-0157	0060	-0250	-2609	0011

a. Dependent Variable: Performance

In Table 7 the partial test results obtained the following results:

a) T value for the variable t discipline greater than 1.98552 table or the Sig t for discipline (0,014) is smaller than α (0.05). Based on the results obtained then reject H0 and accept Ha for the discipline variable. Thus, the partial discipline (X1) and a significant positive effect on employee performance (Y) at PT Central Proteina prima, Tbk
b) T value for the variable of job stress is smaller than t table 1.98552 or the Sig t for job stress (0.163) greater than α (0.05). Based on the results obtained then accept H0 and reject Ha for job stress variables. Thus, the partial stress of work (X2) had no significant effect on employee performance (Y) at PT Central Proteina prima, Tbk
c) -T value calculated for the variable compensation is smaller than 1.98552 -t table or the Sig t for compensation (0,011) is smaller than α (0.05). Based on the results obtained then reject H0 and accept Ha for variable compensation. Thus, the partial compensation (X3) a significant negative effect on employee performance (Y) at PT Central Proteina prima, Tbk

6. Conclusion

Based on the results of research and discussion that has been described in previous chapters, it can be concluded as follows:

a) The test results showed a partial discipline (X1) positive and significant impact on employee performance (Y) PT Central Proteina prima, Tbk
b) The test results showed a partial Work Stress (X2) no significant effect on employee performance (Y) PT Central Proteina prima, Tbk
c) The test results showed a partial compensation (X3) a significant negative effect on employee performance (Y) PT Central Proteina prima, Tbk
d) Simultaneous testing results show that the discipline (X2), Job Stress (X2) and compensation (X2) and significant influence on employee performance (Y) at PT Central Proteina prima, Tbk

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