



The Influence of Training, Compensation, and Work Discipline on Employee Performance at PT. Vemrer Jaya Abadi Medan

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ABSTRACT

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The purpose of this study is to examine and analyze the effect of training, compensation, and work discipline on the performance of employees of PT Vemrer Jaya Abadi Medan. The decline in employee performance is due to employee training, work compensation that is not in accordance with low employee work discipline. The sample in this study amounted to 72 employees. The research method uses multiple linear regression analysis techniques. The conclusion in this study shows that partially Training, Work Compensation and Work Discipline have a positive and significant effect on the Employee Performance of PT Vemrer Jaya Abadi Medan. Simultaneously Training, Work Compensation and Work Discipline have a positive and significant effect on Employee Performance of PT Vemrer Jaya Abadi Medan

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1. Introduction

The role of Human Resources (HR) is one of the main factors that are very important in an organization to achieve goals. Effective utilization of human resources is a benchmark for an organization to maintain its survival and growth in the future. This research was conducted at PT. Vemrer Jaya Abadi Medan is a company engaged in fast food, which has four outlets in well-known plazas in the city of Medan. The decline in employee performance in the company can be seen from not achieving the company's targets every month. This is caused by not running the training properly so that many mistakes and disappointing consumers.

In PT. Vemrer Jaya Abadi Medan has trainings that are held every year, but in practice these trainings are not followed properly by employees. This indicates that the training activities are not followed by employees. The company PT. Vemrer Jaya Abadi Medan is lacking in providing welfare for its employees so that many employees come and go in the company.

At PT. Vemrer Jaya Abadi Medan there are still many employees who do not comply with the regulations that have been set and the lack of employee discipline levels can be seen from the many employees who are late and do not come to work.

Employee performance is the work result that becomes the benchmark for employees at work. Employee performance will be an important company asset in determining the company's ability to competeend of this paper both of the colomns should be in balance. You also have to activated widow or orphan control in order to ensure that there are no single line of sentence at the end of column section.
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2. Research methods

2.2 Data collection techniques

a. Interview

Data collection techniques using oral questions to research subjects

b. Questionnaire

The method of collection is by asking a written list of questions about the problem to be discussed

c. Documentation Studies

The method of collecting data is by looking at records or documents in the company that are closely related to the problem under study



2.2 Test the Validity and Reliability of Variable Instruments

A. Validity test

If $r_{count} > r_{table}$, then the question is declared valid

If $r_{hitung} < r_{tabel}$, then the question is declared invalid

B. Reliability Test

For testing, the limit used is 0.60. This means that the criteria for an instrument are said to be reliable if the Alpha value is > 0.60 .

2.3 Data Analysis Techniques

A. Classic assumption test

1. Normality test
2. Multicollinearity test
3. Heteroscedasticity Test

B. Research Model

Referring to the research objectives and hypotheses, the research model used is multiple linear regression analysis. With the formula: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$

C. Coefficient of Determination

The coefficient of determination (R^2) is used to determine the percentage change in the dependent variable (Y) caused by the independent variable (X)

D. Simultaneous Hypothesis Testing (F-Test)

The F test is used to determine the effect of the independent variables on the dependent variable together

E. Partial Hypothesis Testing (t-test)

The t test is used to determine whether there is a significant (significant) relationship or influence between the independent variables partially on the dependent variable.

3. Results and Discussion

3.1 Descriptive Statistics

The following are descriptive statistics of the minimum, maximum, average and standard deviation of the respondents, namely:

TABLE 1
 Descriptive statistics

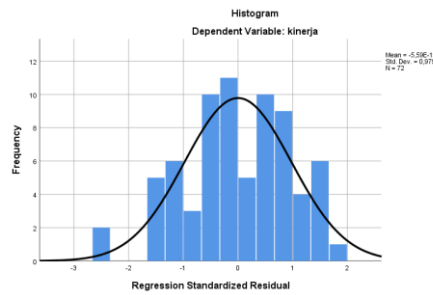
	N	Minimum	Maximum	Mean	Std. Deviation
training	72	29	40	34.69	2,107
compensation	72	20	30	25.15	2,377
work discipline	72	37	47	42.76	2,509
Performance	72	40	52	46.46	2,669
Valid N (listwise)	72				

3.2 Normality Test

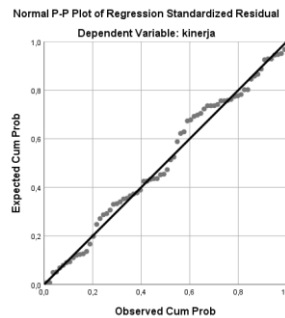
Test chart.

Histogram graph comparing observed data with distribution that is close to normal distribution. Normal probability plot graph comparing the cumulative distribution of normal distribution. If the distribution of the residual data is normal, then the lines representing the actual data will follow the diagonal lines.

The histogram graph in Figure shows that the real data forms curves that tend to be symmetrical (U) does not deviate to the left or right, so it can be said that the data is normally distributed.



The PP Plot Normality Graph shows that the data spreads around the diagonal line, the spread is mostly close to the diagonal line. This means that the data is normally distributed.



Statistical test for data normality can be seen using the Kolmogorov Smirnov normal test, namely: If sig > 0.05 then the distribution is normal and if sig < 0.05 then the distribution is not normal

TABLE 2
 One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		72
Normal	Mean	0
Parameters, b	Std. Deviation	0.96170054
Most Extreme	Absolute	0.093
Differences	Positive	0.05
	Negative	-0.093
Statistical Test		0.093
Asymp. Sig. (2-tailed)		,196c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

3.3 Multicollinearity Test

TABLE 3
 Multicollinearity Test

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	training	0.989	1,011
	compensation	0.936	1,068
	work		
	discipline	0.947	1,056

a. Dependent Variable: performance

3.4 Heteroscedasticity Test

There are several ways to detect the presence or absence of heteroscedasticity:

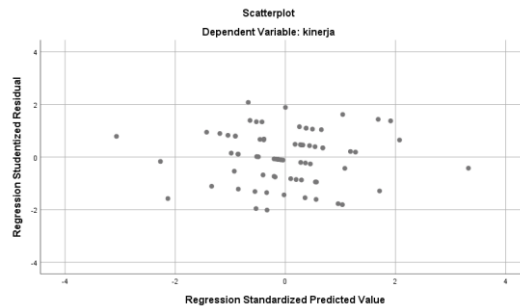
1. The Gletjer test The Glejser test criterion is if sig > 0.05 then heteroscedasticity does not occur and if sig < 0.05 then heteroscedasticity occurs.

TABLE 4
Glejter test

		Coefficientsa				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0,182	3,114		-0,058	0,954
	training	0,068	0,048	0,169	1,408	0,164
	compensation	0,005	0,043	0,014	0,12	0,905
	work discipline	-0,025	0,057	-0,053	-0,445	0,658

a. Dependent Variable: abs_ress

2. Test the Scatterplot Graph



From the scatterplot graph, it can be seen that the dots spread with an unclear pattern both below and at the top of the zero (0) on the Y axis. They do not converge in one place, so from the scatterplot graph it can be concluded that heteroscedasticity does not occur in the regression model.

3.3. Results of Research Data Analysis

A. Research Model

TABLE 5
Results of Multiple Linear Regression Analysis

		Coefficientsa				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	9,277	6,958		-1,33	0,19
1	training	0,582	0,133	0,331	4,361	0
	compensation	0,619	0,093	0,508	6,635	0
	work discipline	0,52	0,099	0,402	5,237	0

a. Dependent Variable: performance

B. Hypothesis Determination Coefficient

TABLE 6
Determination Coefficient Test

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	,781a	0,61	0,593	1,779	

a. Predictors: (Constant), work discipline, training, compensation

C. Partial Hypothesis Testing (t test)

TABLE 7
T Test Results

		Coefficientsa				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-9,277	6,958		1,333	0,187
	training	0,582	0,133	0,331	4,361	0
	compensation	0,619	0,093	0,508	6,635	0
	work discipline	0,52	0,099	0,402	5,237	0

a. Dependent Variable: performance

D. Simultaneous Hypothesis Testing (Test F)

TABLE 8
F Test Results

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	336,507	3	112,169	35,432	,000b
	Residual	215,271	68	3,166		
	Total	551,778	71			

a. Dependent Variable: performance
b. Predictors: (Constant), work discipline, training, compensation

4. Conclusion

Based on the results and discussion that research can be collected, namely:

- The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $4.361 < 1.995$ and significant obtained $0.000 > 0.05$, meaning that H_0 is rejected and H_a is accepted, namely partially training has a positive and significant effect on Employee Performance of PT Vemrer Jaya Abadi Medan.
- The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $6.635 > 1.995$ and significant obtained $0.000 > 0.05$, meaning that H_0 is rejected and H_a is accepted, that is, competence partially has a positive and significant effect on the Employee Performance of PT Vemrer Jaya Abadi Medan.
- The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $5.237 < 1.995$ and significant obtained $0.000 > 0.05$, meaning that H_0 is rejected and H_a is accepted, that is, work discipline has a positive and significant effect on the Employee Performance of PT Vemrer Jaya Abadi Medan.
- The test results obtained the value of F count (23.973) $>$ F table (2.74) and a significance probability of $0.000 < 0.05$, meaning that Training, Compensation and Work Discipline have a positive and significant effect simultaneously on the Employee Performance of PT Vemrer Jaya Abadi Medan.

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