



The Effect of Work Discipline, Motivation and Compensation on Employee Performance at PT. Alfa Scorpii

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ABSTRACT

The purpose of this research is to know the effect of work discipline, motivation and compensation on employee performance. The research location at PT. Alpha Scorpii. The population of this research is 130 employees. Simple random sampling is used to choose 98 employees. This type of research is quantitative with survey methods. Data collection using questionnaires. Before the questionnaire was distributed to the sample employees, a validity test and a reliability test were conducted. Data analysis techniques used multiple linear regression. The results showed that (1) work discipline had a positive and significant effect on employee performance, (2) motivation had a positive and significant effect on employee performance, (3) compensation had a positive and significant effect on employee performance, (4) work discipline, motivation.

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1. Introduction

A company is said to be a good company if it has good employee performance. Employee performance is important for a company or organization. Employees are required to be able to complete their duties and responsibilities effectively and efficiently. Employee success can be measured through customer satisfaction, reduced number of complaints and achievement of optimal targets. PT. Alfa Scorpii Medan is an official dealer company for Yamaha motorcycle products, which is entrusted by the Yamaha company to be engaged in the sale of Yamaha motorcycles, PT. Alfa Scorpii strives to continue to improve overall employee performance. However, these efforts are not easy to achieve the level of performance that the company management wants. PT. Alfa Scorpii Medan is inseparable from problems related to human resources, especially with employee performance

Employee performance of PT. Alfa Scorpii is thought to be related to work discipline. Work discipline in a company is enforced with the aim that all employees in the company are willing to voluntarily obey and obey any applicable rules without coercion. Good work discipline can be seen from the high awareness of its employees in complying with and obeying all applicable rules and regulations. tardiness of employees and more and more employees are late. This is due to the lack of discipline in some parts.

Employee performance is thought to be influenced by motivation. Motivation is very important in employees because it is a driving force in employees to improve employee performance. However, at Alpha Scorpii Medan, during the observation and interview, it was found that many employees were not motivated due to unsatisfactory salaries. The following below is data on employees who are not satisfied with the salary provided by the company.

Compensation is one aspect that is thought to affect employee performance. Compensation is given to employees who work for the company to motivate employees to be more diligent in improving employee performance. PT. Alfa Scorpii Medan provides a basic salary that is distributed at the beginning of each month. In addition, the company provides monthly incentives, food allowances per day and holiday allowances to employees. However, based on interviews with several employees, information was obtained that employees were not satisfied because the compensation was not in accordance with what the employees expected so far. According to some employees, the compensation provided by the company was not enough.



2. Theoretical basis

2.1. Work Discipline Theory

Work discipline is the awareness of employees to follow the rules and norms made by the company (Hasibuan, 2016). The opinion of Mangkunegara (2016) states that work discipline is the behavior of employees to enforce the rules made by the company in order to achieve good performance and according to Sutrisno (2017) work discipline is the attitude of employees who obey sincerely in obeying the regulations set by the company. For the sake of work discipline, it is the individual's self-awareness to follow the rules that apply in the company.

Work Discipline Indicators: Goals and abilities, role models of leadership, remuneration, justice, respect, punishments, assertiveness, human relations. (Wibowo: 2013).

From the results of previous research, Ningsi research, Mahardiana, and Risnawati (2017) and Jalil (2018) concluded that Work discipline has a positive and significant effect on employee performance.

2.2. Motivation Theory

Motivation is a person's energy that creates enthusiasm in carrying out an activity, both self-motivated and motivated by others (Rifa'I and Fadhli, 2013). Then, Ikhsan (2013) states that motivation is a psychological process that shapes employee behavior so that they are motivated to do a job, so that the company's goals implemented by management can be achieved. Next, Harahap and Amanah (2018) say motivation is a stimulus in an individual to do something because he wants to achieve certain goals. Thus, motivation is an inner impulse or an external urge that makes a person do a work activity.

Motivation Indicators: Working Conditions, Salary, Work Planning, Work Instructions, Supervision (Sulistiyani: 2004).

When viewed from several previous studies, Wijaya and Andreani (2015), Ningsi et al (2017) and Jalil (2018) concluded that motivation has a positive and significant effect on employee performance.

2.3. Compensation Theory

Compensation is a reward from the company for employees who have devoted their energy, expertise and time (Hakim, 2014). The opinion of Abdullah (2014) states that compensation is an award given to employees for the sacrifices made by employees, so that compensation can motivate and improve employee performance and Widyaningrum (2019) says compensation is a reward that can be in the form of financial or non-financial services given to employees for awards for contributions and the work he has done. Thus, compensation is a reward or reward received by employees for the sacrifice of employees who have contributed energy, expertise and time to the company.

Compensation indicator: Pay rate can be given high average or low depending on the condition of the company, payment structure, determination of individual pay, payment method, payment control. (Khair: 2017).

When viewed from previous research, Wijaya and Andreani (2015) and Jalil (2018) concluded that compensation has a positive and significant effect on employee performance.

2.4. Employee Performance Theory

Employee performance is the level of success achieved by employees in accordance with the criteria set by the company (Priyono, 2010). Then, Rahadi (2010) states that employee performance is the level of success achieved by employees in carrying out work activities. Next, Bukit, Malusa and Rahmat (2017) state that employee performance is the result achieved by employees for activities they carry out in a certain period. Thus, employee performance is a result of work produced by company employees after completing the work assigned by the employee.

Employee Performance Indicators: Goals, standards, feedback, tools or means, competencies, motives, opportunities. (Wibowo: 2013).

2.5. conceptual framework

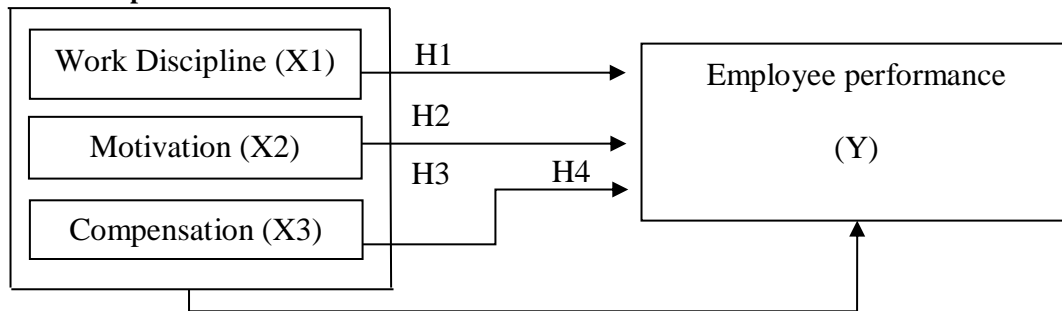


Fig 1. Research Hypothesis Framework

2.6. Research Hypothesis

Based on the explanation of the conceptual framework, the hypothesis of this study is as follows:

- H1 : Work discipline affects employee performance at PT Alfa Scorpii.
- H2 : Motivation has an effect on employee performance at PT Alfa Scorpii.
- H3 : Compensation affects employee performance at PT Alfa Scorpii.
- H4 : Work discipline, motivation, and compensation have an effect on employee performance at PT Alfa Scorpii.

3. Research Methods

3.1. Research Approach

The quantitative approach is a research method based on the positivist philosophy used to examine certain populations or samples where sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative in order to test predetermined hypotheses (Sugiyono, 2018).

3.2. Types of research

Survey research is research that is used to obtain data from certain natural places, but researchers do data collection, such as: distribution of questionnaires, interviews, tests and so on (Sugiyono, 2018).

3.3. Population and Sample

a. Population

The total population of the Alfa Scorpii Medan company is 130 employees.

b. Sample

The number of samples in this study was determined by the Slovin method with the following formula:

$$n = \frac{N}{N * e^2 + 1}$$

(Thoifah, 2016)

Information:

- N = Population
- n = Sample
- e² = significant level (5%)

$$n = \frac{130}{130 * (0,05)^2 + 1}$$

n = 98

From the calculation results, the sample to be taken is 98 employees. Simple random sampling technique is used to select which employees to be the research sample. Sample selection is done by drawing a lottery.

3.4. Data collection technique

The data collection technique used in this study was a questionnaire. A questionnaire is a data collection technique that is carried out by giving a set of written questions to the respondent to answer (Sugiono, 2018: 142).

3.5. Types and Sources of Research Data

Types and sources of research data are primary data. Primary data used in this study were taken using a valid and reliable questionnaire.

3.6. Research Data Analysis Model

a. Research Model

Multiple regression analysis is used to determine the effect of work discipline, motivation and compensation on employee performance. The multiple regression equation model used is as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

Information :

- Y: Employee Performance
- a: Constant coefficient
- b1- b4: Regression coefficient
- X1: Work Discipline
- X2: Motivation
- X3: Compensation
- e: error (error)

b. Coefficient of Determination (R²)

The coefficient of determination gives an idea of how much the independent variable is able to explain the dependent variable. The value of Adjusted R Square in multiple linear regression analysis shows how much dependent variable can be explained by independent variables. Adjusted R Square value is used because the independent variables in the model are more than one (Ghozali, 2016).

c. Simultaneous Test (Test F)

The F test is used to test the effect of all independent variables on the dependent variable (Thoifah, 2016). The F test was carried out with the help of SPSS version 23 software with the test criteria according to Ghozali (2016) as follows:

- a) If the value is sig. <0.05, then all independent variables simultaneously influence the dependent variable.
- b) If the value is sig. > 0.05, then all independent variables do not simultaneously influence the dependent variable.

d. Partial Test (t test)

The partial testing of the research hypothesis was carried out by using the t test (Sugiyono, 2011). The criteria for testing the t test with SPSS version 23 software according to Ghozali (2016), namely:

- a. If the value is sig. <0.05, then the independent variable has a partial effect on the dependent variable.
- b. If the value is sig. > 0.05, then the independent variable does not partially affect the dependent variable.

4. Results and Discussion

4.1. Research result

a. Descriptive statistics

This research was conducted at PT Alfa Scorpii Medan with a sample of 98 employees. The data were collected using a questionnaire that is valid and reliable, the following is the data collected in the form of descriptive statistics.

Table 1
Descriptive statistics

Variable	Min	Max	Mean	Std. Deviation
Work Discipline	43	55	50.01	3,424
Motivation	13	22	16.92	2,157
Compensation	15	27	21.11	3,201
Employee performance	29	40	34.16	3,105

From the table above, the work discipline variable has a minimum value of 43, while the maximum value is 55, then the mean value of work discipline is 50.01 and the standard deviation is 3,424. The motivation variable has a minimum value of 13, then a maximum value of 55, the mean value of the motivation variable is 16.92 and the standard deviation is 2.157. The compensation variable has a minimum value of 15, while the maximum value is 27, then the mean value of the compensation variable is 21.11 and the standard deviation value of the compensation variable is 3.201. Employee performance has a minimum value of 29, while a maximum value of 40, the average (mean) of the employee performance variable is 34.16 and the standard deviation of employee performance is 3.105.

4.2. Classic assumption test

a. Normality test



The normality test was carried out with the One-Sample Kolmogorov-Smirnov Test with the following results:

Table 2
Normality Test Results

Information	Value	Test result
Asymp. Sig. (2-tailed)	0.200	Normal Distribution

From the table above, it shows that the value Asymp.Sig. (2-tailed) is 0.200 higher than the sig value. 0.05. Thus, it can be concluded that the data are normally distributed.

b. Multicollinearity test

The multicollinearity test results can be interpreted by looking at the tolerance value and VIF value below:

Table 3
Multicollinearity Test Results

Variable	Collinearity Statistics	
	Tolerance	VIF
Work Discipline	0.248	4,033
Motivation	0.491	2,035
Compensation	0.293	3,412

From the table above, the test results show that the three independent variables have a tolerance value higher than 0.10 and the three independent variables have a VIF value of less than 10, thus it can be said that the three independent variables tested did not occur multicollinearity.

c. Heteroscedasticity Test

The heteroscedasticity test in this study uses the scatterplot test which can be seen in the image below:

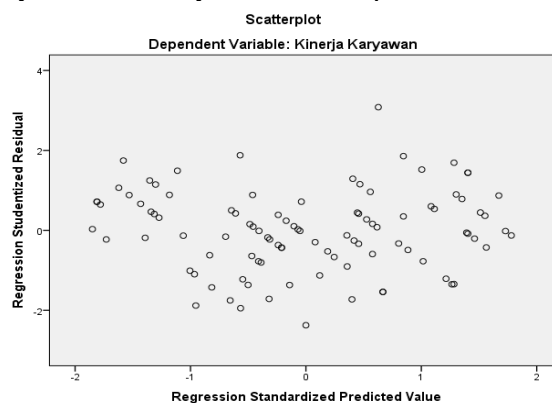


Image 1. Heteroscedasticity Test

From the picture above, it can be seen that there are no certain patterns, so it can be said that there is no heteroscedasticity in the regression equation.

4.3. Results of Research Data Analysis

a. Multiple Linear Regression Equation Model

After the classical assumption test is carried out, then the multiple linear regression equation model is formed, the results of the multiple linear regression model can be seen in the table below:

Table 4
Research Model

Variable	Coefficient
Employee performance	3,265
Work Discipline	0.337
Motivation	0.448
Compensation	0.305

From the table above, the multiple linear regression equation can be formulated, namely: $Y = 3.265 + 0.337 (\text{Work Discipline}) + 0.448 (\text{Motivation}) + 0.305 (\text{Compensation}) + e$. From the above equation, there are several meanings that can be described as follows:

- a) The constant (a) is 3.265, this means that if work discipline, motivation and compensation are zero, then the employee performance of PT Alfa Scorpii is 3.265.

- b) The work discipline coefficient is 0.337, so if there is an increase in work discipline by 1, the employee performance of PT Alfa Scorpii will increase by 0.337.
- c) The motivation coefficient is 0.448, this means that if there is an increase in motivation of 1, the employee performance of PT Alfa Scorpii will increase by 0.448.
- d) The compensation coefficient is 0.305, this indicates that if there is an increase in compensation by 1, the employee performance of PT Alfa Scorpii will increase by 0.305.

b. Coefficient of Determination

The coefficient of determination is proxied using adjusted r square, here are the results of the coefficient of determination below:

Table 5
Coefficient of Determination

Information	Score
Adjusted R Square	0.814

Adjusted R Square in the table above shows a value of 0.814, thus the contribution of the influence of work discipline, motivation, and compensation on employee performance is 81.4%, while 18.6% is influenced by other variables not examined in this study.

c. Hypothesis Testing With F Test

Hypothesis testing simultaneously uses the F test through the ANOVA method. The following is the result of the F test:

Table 6
F Test Results

F	Sig
142,674	0.000

From the table above, the ANOVA results show the sig value. 0,000 is less than the sig value. 0.05. Thus, there is an influence work discipline, motivation, and compensation simultaneously to employee performance.

d. Hypothesis Testing With t test

Partial hypothesis testing using the t test. The following is the t test result:

Table 7
T test results

Variable	t	Sig
Work Discipline	4,231	0.000
Motivation	4,987	0.000
Compensation	3,894	0.000

From the table above shows that work discipline has a positive and significant effect on employee performance, this is evidenced by the sig value. $0.000 < 0.05$. Furthermore, motivation also has a positive and significant effect on employee performance because of the sig. $0.000 < 0.05$ and compensation has a positive and significant effect on employee performance, this is due to the sig value. $0.000 < 0.05$.

4.4. Discussion

a. Effect of Work Discipline, Motivation and Compensation on Employee Performance

The results showed that work discipline, motivation and compensation had a simultaneous effect on employee performance. The influence of work discipline, motivation and compensation contributed 81.4% to employee performance. This means, if the company improves work discipline, motivation and compensation properly, the employee performance in the company will be high.

b. The Effect of Work Discipline on Employee Performance

Work discipline has a positive and significant effect on employee performance. This means that the higher work discipline, the higher the employee's performance. Employee performance is higher because company employees consistently follow company regulations and carry out the sanctions given by the company well, so that the goals set by the company are achieved effectively. Likewise, company employees who hold positions of upper management and middle management exercise control over employee work discipline in a fair and friendly manner, so that the work environment becomes conducive and orderly. The results of this study support Darmawan's (2013) opinion which states that if most employees obey the rules made by the company,

If you refer to previous research conducted by Ningshi et al (2017) and Jalil (2018), the results of the present study do not show different results from previous research, namely Work discipline has a positive and significant effect on employee performance.



c. The Influence of Motivation on Employee Performance

The results show that motivation has a positive and significant effect on employee performance, it can be concluded that the higher the employee's motivation, the higher the employee's performance. This is because employees feel comfortable in the working conditions provided by the company and the salary is adequate to meet the needs of employees. have a good work plan so that employees are motivated to improve employee performance. Friendly work instructions from upper management and middle management make employees feel comfortable and motivated in doing what the managers instruct. Likewise with supervision

The results of research by Ningsi et al. (2017) also show that by meeting the physical and spiritual needs of employees, there will be enthusiasm in employees to improve employee performance. When viewed from two other previous studies conducted by Wijaya and Andreani (2015), and Jalil (2018), it is concluded that motivation has a positive and significant effect on employee performance. Thus the results of the present study do not show differences in the results of previous studies.

d. The Effect of Compensation on Employee Performance

Compensation has a positive and significant effect on employee performance, this means that the higher the compensation given to employees, the higher the employee's performance. Compensation has a positive effect on employee performance because compensation is given in order to encourage employees to improve work performance, as well as production efficiency and effectiveness (Rachmawati, 2008: 143).

Employees of a limited company Alfa Scorpii have good performance because the level of payment provided by the company is able to satisfy the needs of employees, besides determining individual pay according to employee performance, if the employee's performance is high, the higher the compensation provided by the company. The payment structure, payment controls and payment methods of the company do not cause employees to take the time to collect salaries and commissions from the company because salary payments are made by way of transfers through banks affiliated with the company, so that employee performance is not compromised. When compared with previous research conducted Wijaya and Andreani (2015) and Jalil (2018) research results are not different, namely compensation has a positive and significant effect on employee performance.

5. Conclusion

After the results of the research and discussion are presented, the conclusions that can be described are as follows:

1. Work discipline has a positive and significant effect on employee performance.
2. Motivation has a positive and significant effect on employee performance.
3. Compensation has a positive and significant effect on employee performance.
4. Work discipline, motivation and compensation simultaneously influence employee performance.

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