

Work Discipline and Compensation Effect on the Performance of Employees in the Polytechnic Akamigas Palembang

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Abstract -This study aimed to analyze the effect of work discipline and compensation to employee performance at Politeknik Akamigas Palembang partially and simultaneously. Respondent of this research is employees at Politeknik Akamigas Palembang. Data collected consist of primary data. Primary data were obtained through questionnaires, distributed to respondents. By using census techniques, obtained 112 respondents. The result of statistical analysis multiple linear regression analysis showed that work discipline and compensation have significant impact at PoliteknikAkamigasPalembangpartilly and simultaneously. Politeknik Akamigas Palembang to be able to create work discipline and compensation to improve the performance of employee. For further study, the researcher also suggested to incorporate other variables like variable motivation, compensation and leadership in this study.

Keywords - Work Discipline, Compensation, Employee Performance.

I. INTRODUCTION

Human resources are now increasingly a big role for the success of an organization. Many organizations realize that human elements in an organization can provide competitive advantages, they make goals, strategies, and motivations and achieve organizational goals (Rachmawati, 2008: 1).

In order for a company to be able to continue to survive and compete, human resources (HR) in the company need to be professionally managed in order to realize a balance between the needs of employees and the demands and capabilities of the company's organization. This balance is the main key of the company so that it can develop productively and fairly (Sutrisno, 2015: 3).

PolytechnicAkamigas Palembang called AKAMIGAS, is institutisellers engaged in public service in the field of education established by decree. Mendiknas 224 / D / O / 2006 on October 2006 for Laboratory Analysis Program Oil and Gas Engineering, Mechanical Engineering refineries Oil and Gas Exploration and Production of Oil and Gas, and SK. Mendiknas No. 448 / D / T / 2006 for Coal Mining Engineering, for that all activities are carried out is an interconnected system. The level of interest in the achievement of quality public services need to be supported AKAMIGAS qualified human resources quality as well, one in the mean resource is its employees.

Discipline of work is necessary to be considered for the quality of administrative services to be more, for employees discipline is one key to success in completing tasks and

obligations, while for the organization will benefit from the application of disciplinary policies (Sutrisno, 2015: 85). Other effort in improving employee performance that is useful to improve company productivity is by providing compensation. Employee compensation is not entirely in line with expectations. Compensation is one factor both directly and indirectly affect the high and low motivation and employee work can be maintained and expected employee performance will continue to increase.

Another effort in improving employee performance that is useful to improve company productivity is by providing compensation. Employee compensation is not entirely in line with expectations. Compensation is one factor both directly and indirectly affect the high and low motivation and employee work can be maintained and expected employee performance will continue to increase. For compensation received by the dive employee is still low one of the phenomenon that emerges today is the existence of compensation policy that tends not yet fully in accordance with the expectations of employees while the compensation itself is one factor to encourage employees to have high performance.

II. STUDY REFERENCES

A. Work Discipline

According to Handoko (2011: 208), discipline is a management activity to carry out organizational standards. According to Komarudin (2001: 239) discipline is a situation where the workforce within the organization, be it governmental or private, must be able to comply with regulations and orderly in organization or institution either written or unwritten, with the aim that all activities performed well. A company also requires not only a competent employee who has the will to work but also who has work discipline, such as employees present and returns on time, doing all the work well, complying with all corporate rules and social norms (Hasibuan, 2017 : 194).

B. Compensation

According to William B. Weather and Keith Davis (2017: 119) compensation is what a worker receives in return for the work he gives. Both hourly and periodic wages (designed and managed by the personnel department). According to Werter and Davis in Hasibuan (2017: 119) compensation is what a worker receives in return for the work he provides, either hourly or periodic salaries are designed and managed by the personnel department.

C. Employee performance

According to Donnelly, Gibson and Ivancevich (2004: 213), performance is the implementation of tasks that refer to the achievement of work with the size of speed, cooperation and initiative in carrying out the task. According to Veithzal Rivai (2005: 15-16) mentions the performance is the willingness of a person or group of people to do something activity and perfect it in accordance with its responsibilities with the results as expected. Still according to Veithzal Rivai, that essentially performance is an achievement achieved by someone in perform his duties or work in accordance with the standards and criteria established for the job.

D. Hypothesis

According Sugiyono (2011: 64), the hypothesis is a temporary answer to the formulation of research problems. Based on the issues raised and the purpose of research and literature review, the provisional conclusions drawn are as follows:

- H1 : Factor work discipline has a significant influence the performance of employees in Akamigas Palembang
- H2: Factor compensation has a significant influence the performance of employees in Akamigas Palembang
- H3 : Factor work discipline and compensation has a influence simultaneously the performance of employees in Palembang Akamigas Palembang

III. RESEARCH METHODOLOGY

A. Population

According to Noor (2013; 147) population is used to mention whole element or member of an area being targeted research or the whole of the object of study, research population was all employees in Polytechnic of Akamigas Palembang with the number of employees 112 people

B. Samples

Selection of research samples through methods where all members of the population were used as a reference sample of all employees in Akamigas, sampling method writers do was a method of census.

C. Types and Sources of Data

In this study the type of data used by the author in the form of primary data and secondary data. Primary data included employees answer scores data as respondents

obtained from the research questionnaire, and secondary data include student admissions data, employees attendance data, employees salary data obtained from Polytechnic of Akamigas Palembang.

D. Method of Collecting Data

According to Noor (2013: 139) The data collection in this study was conducted by interviewing the respondents and spreading the questionnaires. Which is closed, the researcher has determined alternative answers, and using data related to literature study obtained from various literature and supported by research preceding (document).

E. Research Instrument

The research instrument is used to measure the value of the variables studied. Instruments in this study were measured using a Likert scale. With a Likert scale, then the variable to be measured is translated into a variable indicator. Respondents are asked to state attitudes toward each item statement in the questionnaire. The attitude statement consists of Strongly Agree to Strongly Disagree with the rating scale 1 to 5. Scores on respondents' answers using ordinal data.

F. Data Analysis Method

Test Questionnaire

a. Validity test

According to Noor (2013: 169), "an instrument is considered valid if the instrument measure what should be measured". A scale or measuring instruments can be said to have high validity if the instrument is running a measuring function or provide measuring results consistent with the intent to do such measurements.

b. Reliability test

The reliability test is used to determine the extent to which the measurement results remain consistent, if two or more measurements are taken on the same phenomenon using the same measurement tool.

G. Multiple Linear Regression Analysis

Multiple linear regression analysis aims to determine whether there is a relationship between two or more variables. In this study there are two independent variables, namely: Work Discipline and Compensation. According Sugiono (2011: 188) the equation of multiple linear analysis can be formulated as follows:

$$Y' = a + \beta_1 X_1 + \beta_2 X_2 + e$$

Information :

Y'	= Employee Performance (the predicted value)
a	= Constant
β_1, β_2	= Regression coefficient
X1	= Work Discipline (value of independent variable)
X2	= Compensation (value of independent variable)
e	= Error (Interference factor outside the model)

Classical Assumption Test

a. Multicollinearity Test

Multicollinearity is a correlation between the independent variables in the regression model. If there is a perfect correlation between the independent variable, the consequences are: regression coefficients can be estimated, and the value of each standard error of regression coefficient becomes infinite. Because variants each worth infinite regression coefficient, the standard error of each regression coefficient will be worth infinitely anyway.

b. Heteroscedasticity Test

Heteroscedasticity test aims to test whether the regression model occurred inequality variance of the residuals of the observations another. If the variance of the residuals of the observations of the other fixed, then called homoscedasticity and if different is called heteroscedasticity. To detect whether or not heteroscedasticity is used the way it is seen from the significance of Rank Spearman correlation between each independent variable with its residual.

c. Autocorrelation Test

Autocorrelation test aims to determine whether or not the correlation between residuals in one observation with other observations on the regression model. To detect whether or not an autocorrelation is used Durbin Watson test.

Hypothesis testing

a. Determination Coefficient (R²)

Coefficient of Determination (R²) measures how far the model's ability to explain variations of independent variables. The coefficient of determination is between zero and one. The smaller the coefficient of determination, the relationship between the two variables is getting weaker. Conversely, the more coefficient of determination approaching the number one, the relationship between the two variables is stronger.

b. Simultaneously Significance Test (Test Statistics F)

The F statistic test shows whether all the independent variables entered into the model have a joint effect on the dependent variable. If the calculated F value is greater than F table, this means that the independent variable and simultaneously affect the variable dependent significantly.

c. Significance of Individual Parameters Test (Test Statistics t)

Statistical test t shows how far the influence of an independent variable individually in explaining the variation of the dependent variable. When T count is greater than T table, this means that the independent variable partially affects the variable dependent significantly.

IV. RESULTS AND DISCUSSION**A. Research result****1. Validity test**

Validity test is used to measure the degree of determination of the items of the questionnaire statement. The questionnaire is said to be valid if the correlation value is calculated (t_{count}) is greater than the correlation value table (r_{table}). Data were tested statistically using the SPSS program and the results can provide information about r_{count} by looking at the column correlation item - total correlation (CITC). It is said valid if the sig value is smaller than the value $\alpha = 5\%$ (significance 0.05).

a. Variable Validity of Work Discipline Test (X_1)

To see the level of work discipline, questionnaires were filled out by 112 respondents as a trial by answering 11 statement items. The 11 items of statements were used as indicators of the variables of work discipline. Validity test calculations are carried out using SPSS program assistance. The results of the validity test of 11 statement items for work discipline variables look like in the test results of validity tests for work discipline variables (X_1).

Based on the attachments the results of the validity test for the work discipline variable (X_1) shows that all statement items for the work discipline variable have a significance value below 0.05 so that all instrument statements are valid. This means that all items that are used as indicators of work discipline variables show valid and can be used in this study.

b. Compensation Variable Validity Test (X_2)

The indicator used as a measuring instrument on compensation variables is 11 statement items. The results of the validity of the 11 statement items for compensation variables such as the attachment of the validity test results for compensation variables (X_2). Validity test results for compensation variables (X_2) show that all statement items for compensation variables have a significance value below 0.05 so that all statement instruments are valid. This means that all items used as indicators of compensation variables indicate valid and can be used in this study.

c. Validity Test of Employee Performance Variables (Y)

Based on the attachment the results of the validity test for employee performance variables (Y) show that all statement items for employee performance variables have a significance value below 0.05 so that all statement instruments are valid. This means that all items used as indicators of employee performance variables indicate valid and can be used in this study.

2. Reliability Test

Reliability test is used to determine the extent to which the measurement results remain consistent. When the reliability coefficient (R_{II}) > 0.6 means a low level of measurement error, thus said to be reliable or trustworthy.

Table 1. Test Results Reliability

No.	variables	Reliability coefficient (α)	Information
1	Work Discipline (X_1)	0.739	Reliable
2	The compensation (X_2)	.6408	Reliable
3	Employee Performance (Y)	.6434	Reliable

Source: Research Questionnaire, 2018

Based on Table 4.4 the variable work discipline has a Cronbach Alpha value of 0.739 which is greater than the minimum value of Cronbach Alpha 0.6 maka variabel work discipline can be said to be reliable. The compensation variable has a Cronbach Alpha value of 0.6408 which is greater than the minimum value of Cronbach Alpha 0.6, so the compensation variable can be said to be reliable. The employee performance variable has a value of Cronbach Alpha 0.6434 which is greater than the minimum value of Cronbach Alpha 0.6 then the variable employee performance can be said to be reliable. SPSS output results

from the validity and reliability test results from the results of the instrument (questionnaire) trial of 112 respondents who were the research sample.

3. Classic Assumptions Test

a. Normality Test

Normality test is one part of the test data analysis requirements or the classical assumption that is to say before the actual analysis, research data must normality test distribution. Basis for a decision in the normality test: if the significance value greater than 0.05 then the data is normally distributed. Conversely, if the significance value less than 0.05 then the data is not normally distributed.

Table 2. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		112
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.32747771
Most Extreme Differences	Absolute	.064
	Positive	.036
	Negative	-.064
Test Statistic		.064
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: Research Questionnaire, 2018

Based on table above can be seen signifikansisebesar value of 0.200 > 0.05, so it can be said that the data were normally distributed.

b. Test multicollinearity

Multicollinearity testing aims to test whether the regression model found a correlation between the independent variables. A good regression model should happen correlations among the independent variables.

Conditions are used to value Varian Inflation Factor (VIF) is that if $VIF < 10$ then the regression model can be said to be free from multicollinearity assumptions, and vice versa if $VIF > 10$ then we can say there is interference multicollinearity in regression models. Multicollinearity to the test results, it can be seen from the following table.

Table 3. Test multicollinearity

Coefficients ^a			
		Collinearity Statistics	
Model		Tolerance	VIF
1	Disiplin	.936	1.069
	Kompensasi	.936	1.069

a. Dependent Variable: Kinerja

Source: Research Data, 2018

Based on the above table it can be seen that the value of Varian Inflation Factor (VIF) work discipline variable compensation variable VIF 1,069 and 1,069. Because the VIF value for all variables <10 it can be said without any disturbance multicollinearity or in other words the regression model is free of symptoms multicollinearity.

c. Test Heteroskedasticity

Heteroskedasticity testing is generally done by using several methods, such as scatter plots and glejser. In this study, the authors use the method glejser. The heteroscedasticity test by the glejser method is carried out following the stipulation that if the significance value is greater than 0.05, no heteroscedasticity occurs. Conversely, if the significance value is less than 0.05 then heteroscedasticity occurs.

Table 4. Heteroscedasticity Test Results

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.666	.222		3.002	.003
	Disiplin	-.024	.042	-.056	-.576	.566
	Kompensasi	-.071	.043	-.160	-1.639	.104

a. Dependent Variable: RES_2

Source: Results of Research Data, 2018

Based on table; 4.6 above is known that the value of the significance of work discipline variables of 0.566 greater than 0.05, meaning there is no heteroscedasticity on work discipline variables. Meanwhile, on the compensation variable, the significance value of 0.104 is greater than 0.05, meaning there is no heteroscedasticity in the compensation variable.

d. Autocorrelation Test

Correlation test aims to test a linear regression model there is a correlation between the confounding errors in period t with error in period t-1 (previous). If there is correlation, then there is a correlation problem. A good regression model does not have autocorrelation problems.

Table 5. Autocorrelation Test Results

Runs Test	
	Unstandardized Residual
Test Value ^a	.03991
Cases < Test Value	56
Cases >= Test Value	56
Total Cases	112
Number of Runs	51
Z	-1.139
Asymp. Sig. (2-tailed)	.255

a. Median

Source: Results of Research Data, 2018

From table 4.7 above shows that the value of Asymp. Sig. (2-tailed) of 0.255 > 0.05, it can be said that the data used is quite random so there is no problem autokorelasi on the data tested.

e. Hypothesis test

To find out the effect of the data tested came from two independent variables, namely Work Discipline (X1) and Compensation (X2), which affected the Performance of Employees (Y) Palembang Akamigas Polytechnic in this study used multiple linear regression analysis.

Multiple Linear Regression Analysis

Table 6. Results of Multiple Linear Regression Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2.254	.386		.000
	Disiplin	.215	.073	.255	.004
	Kompensasi	.303	.075	.349	.000

a. Dependent Variable: Kinerja

Source: Results of Research Data, 2018

From Table 4.8 obtained multiple linear regression equation as follows:

$$Y = 2,254 + 0,215X_1 + 0,303X_2$$

The interpretation of the multiple linear regression equation above is:

1. The constant value b0 is 2,254 indicates that if the work discipline and compensation value is 0 then Employee Performance value is 2,254.
2. Regression coefficient variable work discipline or constant b1 is equal to 0.215, states that any change in the value of the variable discipline of work of 1 unit then will improve employee performance of 0.215.
3. Regression coefficient of variable compensation or constant b2 is 0.303, states that any change of value of variable compensation of 1 unit then will improve employee performance equal to 0,303.

Based on the results of the above interpretation can be seen that the work discipline variables have $\alpha = 0.004$ and the compensation variable has $\alpha = 0,000$ or in other words $\alpha < 0.05$ indicates that the discipline of work and compensation affect the performance of Polytechnic Akamigas Palembang employees.

f. Coefficient of Determination (R2)

Table 7. Coefficient Determination Test Results (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.482 ^a	.232	.218	.33047

a. Predictors: (Constant), Kompensasi, Disiplin

Source: Results of Research Data, 2018

Based on table 4.9, the correlation / relation (R) of 0.482 and explained the percentage of the influence of independent variables to the dependent variable called the coefficient of determination which is the result of squaring R. From table 4.9 the obtained coefficient of determination (R2) is 0.232, which contains the understanding that the influence of independent variables (work discipline and compensation) on the dependent variable (performance) is 23.2%, while the remaining 76.8% is influenced by other variables that are not measured in this study, for example motivation variable, leadership variables and others etc which is not measured in this study, for example motivation variables, leadership variables.

g. Individual Parameter Significance Test (Test Statistic t)

The t test is used to find out whether the independent variable partially affects the dependent variable. Result of test of influence of work discipline and compensation to employee performance can be seen in table 4.11 below.

Table 8. Statistical Test Results t

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.254	.386		5.838	.000
Disiplin	.215	.073	.255	2.933	.004
Kompensasi	.303	.075	.349	4.025	.000

a. Dependent Variable: Kinerja

Source: Results of Research Data, 2018

Based on table 4:11 above can be known tcount value of each variable as follows:

- Based on the table can be obtained work discipline variable has a value of t count of 2.933 with a value of Sig of 0.004. This indicates that the tcount is greater than the value of t table of 1.9818 and the Sig value is less than 0.05. Thus H_0 is rejected and H_a accepted. This means that the work discipline variables significantly affect employee performance.
- Based on the table can be obtained compensation variable has a value of t count of 4.025 with a value of Sig of 0.000. This indicates that the tcount is greater than the value of t table of 1.9818 and the Sig value is less than 0.05. Thus H_0 is rejected and H_a accepted. This means that the variable compensation has a significant effect on employee performance.

h. Simultaneously Significance Test (Test Statistic F)

F test is used to find out whether the independent variables together have a significant effect on the dependent variable. The test results of the influence of work discipline and compensation variables together on employee performance can be seen in the following table 4.10.

Table 9. Statistical Test Results F

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.593	2	1.797	16.452	.000 ^b
	Residual	11.904	109	.109		
	Total	15.497	111			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompensasi, Disiplin

Source: Results of Research Data, 2018

Table 4.10 shows that the value of the F count of both work discipline and compensation variables is 16.452 is greater than Ftable 3.08 at the 0.05 test level and the significance level $\alpha = 0.000$ means $\alpha < 0.05$. This shows that the hypothesis of work discipline and compensation variables significantly affect employee performance improvement.

V. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusion

Based on the answers to this research hypothesis can be concluded as follows:

- Labor discipline simultaneously significant effect on the performance of Employees at the Akamigas Palembang.
- Compensation has no significant effect simultaneously on the performance of Employees at the Akamigas Palembang.
- Compensation work discipline and simultaneously have a significant effect on the performance of Employees at the Akamigas Palembang.

B. Suggestion

Based on the results of research, there are some suggestions given both for the object under study and for further researchers, namely:

- Work discipline in Polytechnic of Akamigas Palembang was good. However, there were still some employees who were not in the office during office hours. To improve the discipline of the head of the section should always see and reprimand even punishment if there are employees who are not in place during working hours.
- Compensation given in the Polytechnic of Akamigas Palembang was expected to be maintained.

3. Performance in Polytechnic of Akamigas Palembang office was not good enough, it was expected that all employees performing their duties in accordance with the division of tasks with the maximum employee's judgment.
4. Due to limitations in the study, further research then expected to use the variables, such as
Variables of Competence Motivation, Leadership and others.

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