

THE INFLUENCE OF COMPENSATION AND WORKDISCIPLINE ON THE JOB ACHIEVEMENT OF PT HEADOFFICE EMPLOYEES PT. EQUINOX BAHARI UTAMA

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ABSTRACT

Study This aim for explore influence compensation and discipline Work to performance Work employees at PT Head Office. Major Nautical Equinox. Use method analysis multiple linear regression, research This involves the data collected of 41 employees through questionnaire that measures variable compensation, discipline work, and achievement work. Retrieval technique sample used is the total sampling. whereas data analysis using technique analysis descriptive and analytical assisted multiple linear regression with the SPSS version of the program 21. Accordingly, simultaneous (together same) influence compensation and discipline Work to performance Work positive and significant. With So, discipline Work influential positive and significant to performance Work. With Thus, compensation No influential positive and significant to performance Work. describe exists comparable influence straight between compensation and discipline Work to performance Work.

KEYWORDS: Compensation, Work discipline, Work performance.

1. INTRODUCTION

Progress technology need development ability source Power human resources (HR) in utilise technology them. This matter trigger management peak for maintain continuity organizations, such as PT. Major Nautical Equinox, with focus on procurement competent and integrated employees in system organization. In context Nowadays, HR management becomes very important for ensure exists power the right job in the right position at the right time use reach objective organization. HR activities include planning power employment, recruitment, placement, training, assessment performance, and compensation. Fair and appropriate compensation play role crucial in attract and retain employee quality. Fair compensation reflect balance between contributions and rewards, temporary adequate compensation in accordance with standard life and rules employment.

PT. The Major Nautical Equinox must comply with the Regional Minimum Wage (UMP) for interesting candidate power work and maintain existing employees. Adequate compensation can increase discipline and motivation work, meanwhile compensation is not adequate can cause decline performance work and height level rotation employee.

Apart from compensation, the environment conducive work and support Management also plays a role important in increase performance employee. Therefore that, PT. Major Nautical Equinox necessary notice No only compensation but also create environment positive work. Study This aim for analyse influence compensation, environment work, and discipline employee to performance working at PT. Major Nautical Equinox, with hope give recommendation strategic for increase company HR performance.

Previous research results regarding the Summary of Research on the Influence of Work Discipline and Compensation on Employee Work Performance. Lucky et al., (2022) conducted a study entitled the influence of compensation on the performance of employees working at the Tuan Ronda Haim Pamatang Raya Regional Hospital, the results were that compensation had a positive effect on employee performance, Compensation is one of the factors that directly or indirectly affects the high and low performance of employees. Therefore, the provision of compensation to employees should receive special attention from the management of the agency so that employee motivation can be maintained and employee performance is expected to increase. Meanwhile (Audi

Surya K, Sri Suryoko, 2015) Compensation from PT Bank Sahabat Purba Danarta Semarang Head Office given to employees in the Account Officer section is in the positive category, namely 23.1% stated that the compensation they received was in accordance with their duties and responsibilities, and as many as 71.8% stated that the compensation they received was quite in accordance with their duties and responsibilities. Kamarudin et al., (2022) who conducted a study on the Influence of Competence, Discipline, and Motivation on Police Performance at the Jenepono Police, the results showed that discipline affects police performance. Discipline for members of Detachment a Pelopor, Brimob Unit, North Sulawesi Regional Police has been built since attending Basic Brimob Education at the Pusdik Brimob Watukosek, East Java, so that in facing the dynamics of security disturbances, they are ready to carry out the assigned tasks according to the demands of the community. With high work discipline, the performance of members will also increase so that the performance of the organization in this case Detachment a Pelopor, Brimob Unit, North Sulawesi Regional Police will automatically increase. From the results of the study above, the author is interested in testing the effect of compensation and discipline on the performance of employees at the Head Office of Pt. Equinox Bahari Utama.

2. LITERATURE REVIEW

Literature review

Compensation

Abdurokhim, (2020) state that man Work For fulfil need his life, with method sell energy, thoughts and time to company with hope get compensation. Compensation is reply services received employee on Work them, and p This can increase performance work, motivation, as well satisfaction work, all at once fulfil need life they. For companies, gifts compensation important for get performance more work Good from employee. Temporary that, share employees, compensation help fulfils needs and provides security economy for House ladder they. The size compensation often influenced by factors like level education, position and length of service (Jufrizen, 2018) . (Wati, 2019) add that big compensation reflect position, status, and level fulfilment need employee as well as his family, with more compensation tall show more positions height and more status Good. So hypothesis formulated as following:

H1 = Yes influence significant compensation and discipline Work employee influential significant to performance employees at PT. Major Nautical Equinox.

Discipline Work

Discipline is activity management for apply standards organization. The word "discipline" originates from the Latin "disciplina" meaning training, education politeness, and development habit (Sumar et al., 2020) . According to (Arifin, 2019) , discipline is appropriate attitudes, behavior and actions with regulation company, whether written nor No written. Discipline as awareness and willingness somebody for comply all regulation company and applicable social norms. (Hidayat, 2021) and (Samukri et al., 2022) mention that discipline Work is attitudes and behavior done voluntarily with awareness For follow regulations set by the company or superior. Discipline aim for push member organization to comply applicable rules and regulations. With So, discipline employee works as form corrective training attitudes and behavior, encouraging Work the same, and improve performance Work. So hypothesis formulated as following:

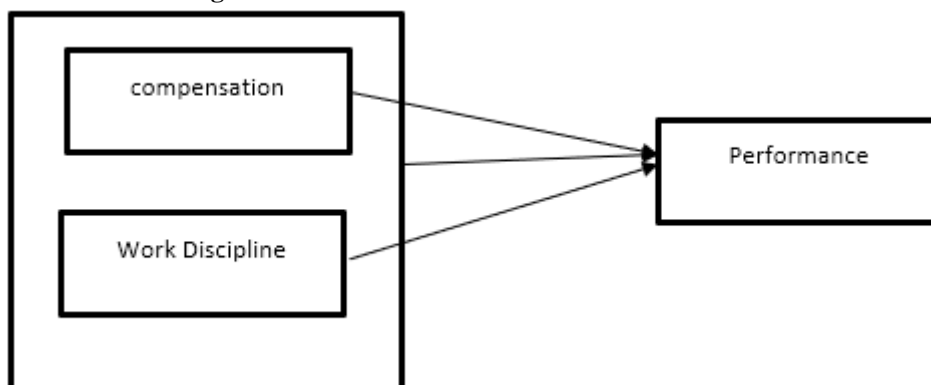
H2 = Yes influence significant compensation Work employee influential significant to performance employees at PT. Major Nautical Equinox.

Performance Work Employee

Performance Work is results Work an employee in form product or services being assessed based on quality, quantity, and time solution work. Evaluation performance Work important done For compare results Work employee with established standards company (Nelloh, 2018) . According to (Junaedi et al., 2017) , achievement Work is level success individual in finish task or reach objective. Performance Work covers elements like quantity and quality results, accuracy time, presence, and ability. For performance Work managerial, (Khafidz, 2020) (Supriatiningsih, et al., 2022) . So hypothesis formulated as following:

H3 = Yes influence significant discipline Work employee influential significant to performance employees at PT. Major Nautical Equinox.

Figure 1. Framework thinking



Source: author's data processing

3. RESEARCH METHODOLOGY

Type of research used is study causal, research causal is a technique nature research because consequence, where there are variables that influence it namely the independent variable, and there are variables that are influenced namely the dependent variable. Method used is survey method, trying collect data and member's population for determine population status behavior moment That in matter One or several variables. In order to study This can give generalization with level very small mistakes, and remembering amount population only 41 people.

Definition Operational Variable

Definition operational variables are definition existing concepts in study. As for the definition operational variables is as following:

- a. Variable independent compensation (X1) is remuneration for services provided as results from activity Work them. Compensation No only limited wages or wages still only, but also facilities and incentives other Good in the form of financial and non-financial such as allowance pension, severance pay, benefits health, insurance accident work, and facilities other.
- b. Variable independent Discipline work (X2) is Awareness and willingness somebody obey all regulation company and applicable social norms as well as aware will duties and responsibilities. Discipline Work can have interpreted as an attitudes and behavior carried out in a way voluntary with full awareness and willingness follow existing regulations determined by the company or boss, fine written nor No written
- c. Variable dependent performance work (Y) is the result of work in a way quality and quantity achieved by a person employee in carry out the task is appropriate with responsibilities given to him. Performance Work is a level role member in reach objective organization. Information evaluation Performance Work can supervisors use for manage Performance Work employee. Data obtained can used for now reason weakness nor success from Performance Work employee so that can have used as material consideration for determine targets or step repair furthermore in reach objective organization.

4. RESULT AND DISCUSSION

Result

Testing Assumption Classic

Table 1. One-Sample Kolmogorov-Smirnov Test

		Compensation	Work Discipline	Achievements Work
N		41	41	41
Normal Parameters ^{a, b}	Mean	37.76	29.34	44.51
	Std. Deviation	5,535	4,223	5,754
Most Extreme Differences	Absolute	,139	.126	.101
	Positive	,139	.101	.101
	Negative	-.136	-.126	-.074
Kolmogorov-Smirnov Z		,890	,805	,644
Asymp . Sig. (2-tailed)		,407	,536	,801

a. Test distribution is Normal.

b. Calculated from data.

Source: processing data writer

Based on the computer data above, the Kolmogorov- Smirnov (KS) Asymp (2 tailed) value for the compensation variable (0.890), discipline work (0.805) and achievement work (0.644) more big than 0.05, then data/ sample from these variables normally distributed.

Testing Multicollinearity

Table 2. Multicollinearity Test Coefficients^a

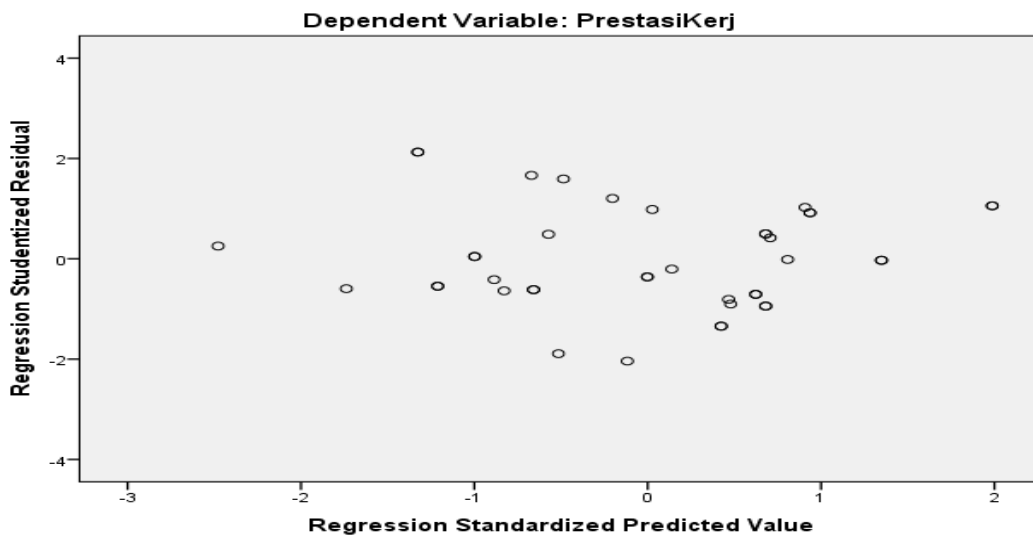
Model		Correlations		Collinearity Statistics	
		Partials	Part	Tolerance	VIF
1	(Constant)				
	Compensation	,273	,068	,784	1,275
	Work Discipline	,960	,825	,784	1,275

Source: processing data writer

Based on the computer data above, it is known The VIF value for the compensation variable is 1.275 and the discipline variable work 1,275. This result means the independent variable from assumptions classic multicollinearity Because the result smaller of 10.

Testing Heteroscedasticity

Figure 2. Heteroscedasticity test Scatterplot



Source: processing data writer

In picture 2. above seen that dots (data) spread out in a way random, no form A pattern certain obvious, as well spread Good on or below number 0 on the Y axis, with so No happen heteroscedasticity in the regression model.

Testing Autocorrelation

Table 3. Autocorrelation Test with D_W Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,970 ^a	,942	,939	1,423	2,105

a. Predictors: (Constant), Work Discipline, Compensation

b. Dependent Variable: Work Achievement

The D_W column in the Summary model shows D_W value = 2.105. Furthermore, mark This Will We compare with mark table with use degrees 5% confidence, amount sample 41 and sum variable free 2, then in the table Durbin Watson will obtained mark as here dl= 1.430 and du=1.615.

With so because D_W value 2,105 more big rather than the upper limit (du) of 1.615 then can concluded No there is autocorrelation positive in the regression model.

Coefficient Correlation Determination

Table 4. Coefficient Values Correlation R and R2 Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,970 ^a	,942	,939	1,423

a. Predictors: (Constant), Compensation, Work Discipline

b. Dependent Variable: Work Achievement

Based on results data analysis using SPSS, coefficients correlation between compensation, discipline work, and achievement Work PT employees. The Major Nautical Equinox is 0.970, which indicates connection very strong positive. It means that the more tall compensation and discipline work, increasingly high performance too Work employee. In addition, the coefficient determination of 0.942 or 94.2% shows that variable compensation and discipline Work give significant contribution to performance Work employee. The remaining 8% of performance Work explained by other factors that are not including in research.

Hypothesis Testing

Equality multiple linear regression

Table 5. Eq Multiple linear regression Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,212	1,824		2,309	.026
	Compensation	,080	,046	,077	1,747	,089
	Work Discipline	2,270	,060	,932	21,105	,000

a. Dependent Variable: Work Achievement

Based on the SPSS program output as follows seen in table 4.18 is obtained matter as following:

1) Equality multiple linear regression obtained as following:

$$Y = 4.212 + 0.80X_1 + 2.270 X_2$$

Y= Achievement work, X1= Compensation and X2= Discipline Work

2) From Eq regression the on so can explained:

- Looks mark the constant amounting to 4,212. Constant value the show that at the moment variable compensation and discipline value is 0, then score performance Work still as big as 4,212.
- From the equation above, each coefficient is also known the regression worth positive (0.80 and 1.270) so describe exists comparable influence straight between compensation and discipline Work to performance Work; Where every increase One score variable compensation cause increase performance Work of 0.80 and increases One score variable discipline Work increase equal to 1.270 at a constant of 4.212.

3) Based on Beta value (Standardized coefficient) can be concluded as following:

- Discipline have mark highest Beta coefficient of 0.932 means most dominant discipline in determine performance Work.
- Compensation have mark Beta coefficient below discipline Work of 0.077 means discipline determine performance Work after compensation.

Calculated F test

Following This is computer data analysis test (Anova Test) as following:

Table 6. Variance table and F- count ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1247.258	2	623,629	307,820	,000 ^a
	Residual	76,986	38	2,026		
	Total	1324.244	40			

a. Predictors: (Constant), Compensation, Work Discipline

b. Dependent Variable: Work Achievement

Research that uses technique multiple linear regression for test influence compensation and discipline Work to performance Work employees at PT. Major Nautical Equinox shows results as following:

- **Calculated F value:** 307.820
- **F table value:** 3.35 (with level significance 5% and degree freedom 2 and residual 38)
- **Probability value (Sig):** 0.000

Because the calculated F value (307.820) is more big from the F table (3.35) and the Sig value (0.000) is more small of 0.05, then hypothesis null (Ho3) is rejected and the hypothesis alternative (Ha3) is accepted.

Conclusion: Compensation and discipline Work in a way simultaneous own influence positive and significant to performance Work employees at PT. Major Nautical Equinox.

T test

Table 7. T test results Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,212	1,824		2,309	.026
	Compensation	,080	,046	,077	1,747	,089
	Work Discipline	1,270	,060	,932	21,105	,000

a. Dependent Variable: Work Achievement

The t test was used for evaluate the influence of each variable independent to variable dependent in a way separated. In context Here, the t test is carried out for test significance influence discipline work (X2) and compensation (X1) against performance Work employees (Y) on a regular basis partial.

Discipline Work (X2):

table value: 21.105, significance value: 0.000 Interpretation: Because of the value significance (0.000) more small of 0.05, hypothesis null (Ho1) is rejected and the hypothesis alternative (Ha1) is accepted. This shows that discipline Work influential positive and significant to performance Work employee.

Compensation (X1):

table value: 1.747, Significance value: 0.077, Interpretation: Because of the value significance (0.077) more big of 0.05, hypothesis null (Ho1) is accepted and is a hypothesis alternative (Ha1) is rejected. This shows that compensation No influential positive and significant to performance Work employee.

Discussion

Influence compensation to performance Work Research result find that compensation No influential to performance Work. Study Possible only consider compensation financial, meanwhile non- financial compensation like recognition, opportunity development, and environment work also plays a role important in influence performance. Lack attention to non- financial aspects This can cause conclusion that compensation No influential significant. Employee Possible influenced by factors more motivation dominant, like chance for growing, challenging in work, or support from superiors and colleagues Work. If factors This more important for employee than compensation, then compensation Possible No show significant influence to performance. maybe There is problem in method evaluation performance done. If assessment performance No accurate or No reflect

performance actually, then results study show that compensation No influential, though Actually There is no influence detected with Good. Research result This in accordance with (Sudiro, 2016) , (Syarif et al., 2023) but different with results study from (Leitão et al., 2022) which states that compensation influential to performance Work .

Influence discipline to performance Work Research result find that discipline influential to performance, then can see from exists aspects important in Compensation Discipline Work is predictor strong in create commitment employee to organization. Discipline Work own significant influence to performance economy company term long. They also believe it that Discipline Work become factor important determinant success or the failure A organization. Reflect that compensation and discipline Work have connection positive with performance Work employees, so the taller compensation and discipline work, then the taller performance Work his employees. Study This in accordance with results study from (Sari & Martha, 2022) , (Syarif et al., 2023) (Fadilah et al., 2022) but different with results study from those who stated that.

Influence compensation and discipline Work in a way together The same to performance Work Research result next is there is influence positive and significant compensation and discipline Work in a way together The same to performance Work employee. Describe exists comparable influence straight between compensation and discipline Work to performance work with so can said that the dominant factor in matter this is what forms it performance work in the environment PT employees. The Major Nautical Equinox is Discipline Work employee. As for factor compensation become factors that don't dominant in form performance Work employee in study this, though in a way simultaneous own influence However in a way partial need done in -depth evaluation to related matters with the giving process compensation for employee PT commission. Major Nautical Equinox. This matter in accordance with results study from (Kamaruddin, 2021) , (Latuny, 2021) and (Nesa et al., 2024) and not yet found study previously stated No There is influence from training and discipline towards performance Work.

5. CONCLUSIONS

Conclusion

By simultaneous (together same) influence compensation and discipline Work to performance Work positive and significant. With So, discipline Work influential positive and significant to performance Work. With Thus, compensation No influential positive and significant to performance Work. describe exists comparable influence straight between compensation and discipline Work to performance Work.

Limitations Study

research This own a number of necessary limitations noticed. First, measurement variable compensation and discipline subjective work or objective can influence validity results. Second, results study Possible No can generalized to more population wide If sample limited to one industry or group work certain. Third, there are no confounding factors controlled can influence connection between compensation, discipline work, and achievement work, reduce Internal validity of research. Fourth, method what research was used? quantitative or qualitative, can influence strength findings. Fifth, potential respondent bias in charging questionnaire or data collection is possible influence results. Sixth, research This show connection but No prove causality between compensation, discipline work, and achievement Work. Seventh, change condition along time can influence interpretation results study. Understand limitations This Important for interpret results study with be careful and considerate the implications with appropriate.

Suggestion

Based on discussion previously, author provide suggestions for repair implementation compensation and discipline Work use increase performance employee: The company needs it maintain and improve discipline Work with notice frequency attendance, adherence to standards work, regulations, and ethics Work. This is purposeful for reduce action in disciplined and motivating employee for increase performance, considering discipline is factor dominant in performance Work. Attention more on compensation important Because can push employee for Work More Good. Decent compensation will increase creativity and motivation employee for reach performance maximum with optimize ability and energy they. Apart from discipline work, company must notice other influencing factors performance Work employees, like culture good company and communication. Manage factors This can help reduce violation regulation company and improve performance employee.

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