

THE INFLUENCE OF THE LEVEL OF WORK DISCIPLINE, WORKSPIRIT AND PROVISION OF COMPENSATION ON THE PERFORMANCE OF EMPLOYEES IN THE PRODUCTION SECTION OF PT. EPG JAWA TIMUR

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ABSTRACT

Study This aim for investigate influence level discipline work, be enthusiastic work, and giving compensation to performance employees in the section production PT. EPG East Java. Study This Important Because performance optimal employees are key for reach objective company and improve Power competitive in the market. Research methods used is approach quantitative with data analysis carried out in a way descriptive and statistical. Data is collected through survey involving 150 employees part production PT. EPG East Java with use questionnaire as instrument study. Analysis done with use device SPSS 26 software for test hypothesis that has been set. This research aims to investigate the influence of Work Discipline, Work Morale, and Compensation on Employee Performance at PT. EPG East Java. The regression method was used to analyze data from 68 respondents taken randomly. Simultaneous test results show that the three independent variables together have a significant influence on employee performance. Further analysis shows that each of the variables Work Discipline, Work Morale, and Compensation also individually has a significant effect on employee performance, with Compensation standing out as the dominant variable based on the highest β value and the lowest statistical significance.

KEYWORDS: Influence, Work Discipline, Work Spirit, Compensation, Employee Performance.

1. INTRODUCTION

Employee performance hold role important in reach success company. For obtain performance best from employee, company must notice a number of factor main, incl discipline work, be enthusiastic work, and compensation. Employee performance refers to level success in carry out tasks and achievements goals that have been set, with indicator like amount output, quality output, time output, attendance, and work The same. Discipline work, which involves willingness and obedience to regulations, very influential effectiveness Work. Good discipline help speed up achievement objective company, meanwhile indiscipline can hinder this process. Discipline in environment Work can influence all over team, where environment discipline will push discipline individual and vice versa.

Spirit work, which is strength psychological positive for Work more being active, also plays a role important in increase performance employee. Spirit high work can increase productivity, reducing absenteeism, and minimizing turnover (Supriatiningsih, 2020) . Influencing factors Spirit Work including interest to employment, income, social status work, atmosphere work, and goals work. Compensation, fine form wages nor allowance, is incentive important influences motivation and satisfaction Work employee (Uzliawati et al., 2023) . Adequate and fair compensation can increase enthusiasm and productivity Work. Employee feel appreciated and more enthusiastic for Work with more results Good If compensation received in accordance with contribution they.

Research by (Pakpahan et al., 2023) shows that enthusiasm Work influential significant to performance employee at the Department of Industry and Trade Central Tapanuli Regency. Study show that Spirit Work in a way significant influence performance. This result in line with findings (Sarumaha et al., 2021) , that Spirit Work (X) has an effect on Employee Performance at UPTD Puskesmas Telukdalam Regency Nias South. Syahropi , 2016) which shows that Spirit Work employees at PT. Bangkinang is at in category OK , based on results recapitulation dimensions Spirit Work. Study from Ayu & Sinulan, (2018) , Results show that third factor the own influence significant in a way partial to performance employee. Study (Lucky et al., 2022) research influence compensation,

discipline work, and leadership to performance employee. Study This find that third variable the in a way significant influence performance employee Good in a way simultaneous nor partial. (Sumar et al., 2020) research influence compensation, motivation, and discipline Work to performance employee. Whereas results study from (Zainuddin & Darman, 2020) different with previously that is Spirit No influential to performance work, p This The reason is part employee experience decline performance caused by two factors main : first, reducing fatigue focus they in work, and second, conflict between reducing employees Spirit work in the environment Work. Research result This show that third factor the influential significant to performance employee. Because it is inconsistency in results study previously, author interested for do research that focuses on influence discipline work, be enthusiastic work, and compensation to performance employees at PT. EPG East Java.

2. LITERATURE REVIEW

Literature review

Discipline Work

In life every day and deep context company, rules and regulations are very important for regulate and limit behavior. However, regulations the only effective If accompanied with sanctions for the offender. Discipline work is very crucial for achievement objective company, because without exists discipline, difficult for company for reach optimal results. Discipline Work can in terpreted as consciousness and will employee for comply applicable regulations and norms. According to Wati et al., (2023) , discipline is the internal force of employees that drives them they For comply decisions and values company, with punishment as step final If approach constructive fail. Samukri et al., (2022) interpret discipline as desire and consciousness For comply social rules and norms , which constitute key realization objective company. Sutrisno added that discipline covers appropriate attitudes and actions with regulation organization both in writing nor No written.

Compensation

Compensation is form awards given to employee as rewards on service they to company. According to (Sumar et al., 2020) , compensation covers all type income, either direct money nor goods. Monetary compensation refers to payment in form of currency, meanwhile compensation goods can form goods or rewards others, like percentage from results production. According to Abdurokhim, (2020) , stated that compensation influence performance employees and must designed For fulfil need organization and employees. Effective compensation can increase satisfaction and motivation employees, which leads to an increase productivity and efficiency Work. Apart from compensation financial like salary and bonuses, compensation also includes rewards intrinsic like recognition, interesting work, and opportunities development career, compensation is giving reply service, good financial nor nonfinancial, which is given in a way fair to employee. By overall, compensation is form appropriate and fair reward For service employee in reach objective company (Mulyanti, 2021) .

Spirit

Refer (Zainuddin & Darman, 2020) enthusiasm for attitude and motivation positive that a person has moment carry out duties and responsibilities he answered on the spot Work. Spirit Work can influence method somebody finish work, interact with colleague work, and contribute to objective organization (Zahara et al., 2023) . Following is a number of aspect important related Spirit work: is the internal drive that makes somebody feel enthusiastic and motivated for do work they with Good. This includes a sense of enthusiasm, dedication, and commitment to work and organization.

Employee performance

Performance refers to the results produced from function or indicator a work in period time certain , as explained by (Wirawan et al., 2019) . Temporary that, Mangkunegara (2009:9) defines performance as results Work employees that include quality and quantity, accordingly with not quite enough the answer given. With So, you can concluded that performance covers achievement employee in optimize his abilities For reach results best, with notice quantity and quality. This matter aim For reach effectiveness and efficiency in all over activities, as well push progress company.

Connection Discipline Work (X1) on Employee Performance (Y)

Discipline is function operative sixth in Management Human Resources and is factor important in determine effectiveness managerial. According to (Agriyanto et al., 2022) , good discipline reflects a sense of responsibility answer employee to assigned tasks. Discipline This No only motivating passion and enthusiasm work, but also contribute to achievement objective companies, employees, and society. Effective manager is those who can ensure his subordinates own good discipline (Hidayat, 2021b) . Maintain and improve discipline is challenge Because Lots factors that influence it. Discipline high work relate direct with improvement performance and achievements Work employee. Without adequate discipline, difficult for organization For reach optimal results.

From the explanation this, got it concluded that discipline work is very influential to performance employee. Good discipline show that employee aware and ready carry out task with OK, supportive achievement objective company in a way effective

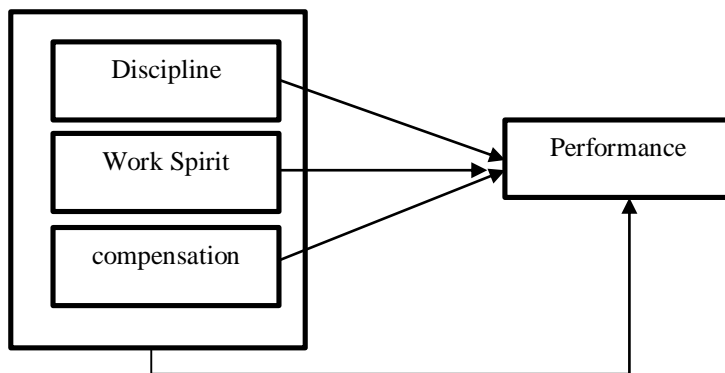
Connection Spirit Work (X2) on Employee Performance (Y)

Spirit Work in a way direct influence performance employee. (Hermita et al., 2022) explain that Spirit Work is strength psychological the various positives that can be increase show off Work employees and, ultimately, performance they. Spirit work also reflects atmosphere in place encouraging work employee For Work with more good and productive (Basri & Rauf, 2021) . From the explanation this, got it concluded that Spirit high work will increase performance employee Because employee can Work The same in a way more maximum. On the contrary, cheer up low work will lower performance. With So, cheers Work own influence significant to performance employee.

Connection Compensation (X3) on Employee Performance (Y)

Compensation is factor important influences performance employees, so system compensation in a organization must notice interest Good organization nor employee. (Lucky et al., 2022) define compensation as all form income, okay in form of money or goods , which are given to employee as rewards on service they. Compensation Can in the form of cash or stuff, like payment based on percentage production. The size compensation reflects status, recognition, and fulfillment need employee (Darmawati, 2014) . From the explanation this, got it concluded that considered compensation appropriate and fair will increase satisfaction employees, who in turn will increase performance they. Instead, compensation is considered No in accordance with performance will give rise to dissatisfaction, which can influence effort and performance employee in a way negative

Image: skeleton thinking



Source: author's data

Hypothesis Study

- a. That variable Discipline Employment and Compensation in a way simultaneous influential significant on the Performance of Employees in the Production Department of PT. Industrial Exploitation in Gaweredjo, East Java.
- b. That variable Discipline Work, enthusiasm Employment and Compensation in a way partial influential significant on the Performance of Employees in the Production Department of PT. Industrial Exploitation in Gaweredjo, East Java.
- c. That variable Compensation influential dominant on the Performance of Employees in the Production Department of PT. Industrial Exploitation in Gaweredjo, East Java.

3. RESEARCH METHODOLOGY

Study This carried out at PT. Gaweredjo Industrial Exploitation, East Java or PT. EPG East Java which is located on Jl. Raya Mastrip Bogangin No.6 Karangpilang Surabaya. Study held from January to month February 2020, until the required data Already complete. Researcher set population in study This is employees and employees of PT. EPG East Java, a total of 210 people, were selected to 100 respondents.

Definition and Operational Research Variables

Definition Operational Variable

a. Variable Free

Variable free that is variables that don't have dependency. In research this is included into the variable free is Discipline Work (X1), Spirit Work (X2), and Compensation (X3)

b. Variable Bound

Variable bound that is variables that don't have dependence between one variable with others, meanwhile in study This variable bound is Employee Performance (Y).

So that the concept is used can measured avoid exists misunderstandings and interpretations different meaning so draft That must give definition from variable, whereas observed variables in study This is:

Employee Performance (Y)

According to Hadipranata in Umam (2018:187), performance is something common used for monitor productivity Work source Power humans, both production - oriented goods, services, etc service.

Discipline Work (X1)

Discipline (Hasibuan, 2016:193) is desire and consciousness for obey regulations company and applicable social norms. Discipline is the most important and key HRM function realization objective Because without good discipline difficult materialized maximum goal. According to Hasibuan (2016:194-198),

Spirit Work (X2)

According to Wahjono et al. (2019:134), enthusiasm Work is do work with more enterprising so that work can expected more fast finished with more results Good. His height Spirit Work will be very helpful company in increase productivity at a time efficiency. Therefore that's an obligation management For always look after Spirit Work is at a high point with be alert indications (Wahjono et al., 2019:134)

Compensation (X3) Compensation (Hasibuan, 2016:118) is all income in the form of money, goods direct or No received immediately employee as rewards on services provided to company . Compensation in the form of money, that is compensation paid with a certain amount of currency to employee concerned.

4. ANALYSIS AND DISCUSSION RESULTS

Analysis Description Variable Discipline Work (X 1) Analysis of Research and Test Results Hypothesis

Validity Test

Table 1. Analysis Multiple Linear Regression

Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,224	2,153		.104	,917
Work Discipline	,194	,060	,327	3,204	,002
Spirit Work	,241	,069	,318	3,501	,001
Compensation	,336	,089	,341	3,768	,000

a. Dependent Variable: Employee Performance

Source: Researcher (2024)

Based on the table above, then equality regression formed in the regression test This is:

$$Y = a + b1X1 + b2X2 + b3X3$$

$$Y = 0.224 + 0.194X1 + 0.241 X2 + 0.336X3$$

that model can interpreted as following:

- a. The constant (a) of 0.224 means if variable free Discipline Work (X1), Spirit Work (X2) and Compensation (X3) are valuable constant, then big variable tied to Employee Performance (Y) of 0.224.
- b. Coefficient regression (b1) for Discipline Work (X1) has mark of 0.194. This matter show unidirectional relationship between variable Discipline Work (X1) on Employee Performance (Y), namely If in presentation variable Discipline Work (X1) increases by One unit then Employee Performance (Y) will experience improvement amounting to 0.194 units.
- c. Coefficient regression (b2) for Spirit Work (X2) has mark of 0.241 This show unidirectional relationship between variable Spirit Work (X2) on Employee Performance (Y), namely If in presentation Spirit Work (X2) increases by One unit then Employee Performance (Y) will experience decline amounting to 0.241 units.
- d. Coefficient regression (b3) for Compensation (X3) has mark of 0.336. This matter show unidirectional relationship between variable Compensation (X3) on Employee Performance (Y), namely If in presentation

variable Compensation (X3) increases by One unit then Employee Performance (Y) will experience improvement amounting to 0.336 units.

Hypothesis Testing

Simultaneous Test (F Test)

F test is used For test whether variable free in a way simultaneous influential to variable bound. F test can done with see mark significance. Formulation hypothesis is as following:

- a. Ho: $b_1 = b_2 = b_3 = 0$, Variable Discipline Work (X1), Spirit Work (X2) and Compensation (X3) respectively simultaneous No influential on Employee Performance (Y).
- b. H 1: $b_1 \neq b_2 \neq b_3 \neq 0$, Variable Discipline Work (X1), Spirit Work (X2) and Compensation (X3) respectively simultaneous influential on Employee Performance (Y).

As for the criteria testing The F test is used is:

- a. If the significance of $F \geq 0.05$, then Ho is accepted and H1 is rejected.
- b. If the significance of $F < 0.05$, then Ho is rejected and H1 is accepted.

Rate on level significance 5% and degree freely ($df_1 = k-1 = 3-1 = 2$ and $df_2 = nk = 68-3 = 65$) is obtained figure 3.14. As for the results from F test analysis with the help of the IBM SPSS statistics 23 program was obtained results as following:

Simultaneous Test Results (F Test)
ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	159,503	3	53,168	36,348	,000
Residual	93.615	64	1,463		b
Total	253.118	67			

- a. Dependent Variable: Employee Performance
 - b. Predictors: (Constant), Compensation, Morale Work, Discipline Work
- Source: Researcher (2024)

For simultaneous testing use mark Significance (Sig.) of the Anova output obtained Sig value. of 0.000 which means below 0.05 (alpha 5%).

This matter means Variable Discipline Work, enthusiasm Work, Compensation, generally simultaneous influential significant on PT Employee Performance. EPG East Java. With so can concluded that H0 is rejected and H1 is accepted.

Partial Test (t Test)

Formulation hypothesis is as following:

- a. Ho: $b_1 = 0$, meaning in a way partial Discipline Work (X1) no There is influence on employee performance (Y).
H 1: $b_1 \neq 0$, meaning in a way partial Discipline Work (X1) exists influence on employee performance (Y).
- b. Ho: $b_2 = 0$, meaning in a way partial Spirit Work (X2) no There is influence on employee performance (Y).
H 1: $b_2 \neq 0$, meaning in a way partial Spirit Work (X2) exists influence on employee performance (Y).
- c. Ho: $b_3 = 0$, meaning in a way partial Compensation (X3) no There is influence on employee performance (Y).
H 1: $b_3 \neq 0$, meaning in a way partial Compensation (X3) exists influence on employee performance (Y).

As for the criteria t test testing is as following:

- a. If the significance of $t \geq 0.05$, then Ho is accepted and H1 is rejected.
- b. If the significance of $t < 0.05$, then Ho is rejected and H1 is accepted.

Rate on level significance 5% and degree free ($df = nk = 68 - 3 = 65$) is obtained the number 1.66864. As for the results from t test analysis with the help of the IBM SPSS statistics 23 program was obtained results as following:

Table 3. Partial Test Results (t Test)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,224	2,153		,104	,917
Work Discipline	,194	,060	,327	3,204	,002
Spirit Work	,241	,069	,318	3,501	,001
Compensation	,336	,089	,341	3,768	,000

a. Dependent Variable: Employee Performance

Source: Researcher (2024)

For variable Discipline Work can concluded regarding the t test (partial) is shown with use mark Significance (Sig.) is obtained Sig value. of 0.002 which means below 0.05 (alpha 5%). This matter means variable Discipline Work in a way partial influential significant on PT Employee Performance. EPG East Java, so results the test states that H0 is rejected and H1 is accepted.

For variable Spirit Work can concluded regarding the t test (partial) is shown with use mark Significance (Sig.) is obtained Sig value. of 0.001 which means below 0.05 (alpha 5%). This matter means variable Spirit Work in a way partial influential significant on PT Employee Performance. EPG East Java, so results the test states that H0 is rejected and H1 is accepted.

For variable Compensation can concluded regarding the t test (partial) is shown with use mark Significance (Sig.) is obtained Sig value. of 0.000 which means below 0.05 (alpha 5%). This matter means variable Compensation in a way partial influential significant on PT Employee Performance. EPG East Java, so results the test states that H0 is rejected and H1 is accepted.

Based on results analysis the variables above, can concluded that variable Discipline Work, enthusiasm Work, Compensation in a way partial influential significant on PT Employee Performance. EPG East Java.

Discussion

Influence Discipline Work (X1), Spirit Work (X2), Compensation (X3) on Employee Performance (Y)

Discipline Work, enthusiasm Work, Compensation in a way simultaneous influential significant on PT Employee Performance. EPG East Java. Success a The company relies heavily on performance employee. Although company own methods and technology sophistication, accomplishment objective No will maximum without performance good employee. Factors main thing that can be done increase performance employee covers discipline work, be enthusiastic work, and compensation. Own determination and loyalty to company, carry out task with appropriate time, and responsibility answer. Employees who own Spirit high work will more productive and committed. Giving fair rewards can motivating employee for Work More Good. With increase third variable This in a way Simultaneously, performance employee can improved in a way significant, which in turn support achievement objective company. Research result This supported by (Zahara et al., 2023) , (Pakpahan et al., 2023) , (Hermita et al., 2022) .

Influence Discipline Work (X1) on Employee Performance (Y)

Study show that discipline Work in a way partial influential significant to performance employees at PT. EPG East Java. Discipline high work make employee carry out task with more orderly and smooth, which has an impact positive on results Work them and achievements objective company. Findings This in line with study Noviyanti (2017) and Noviyanti (2019), which also confirm that discipline Work own influence significant to performance employees in various company. In conclusion, discipline Work proven own impact significant to performance employees, as stated in hypothesis second from study This. This matter supported by research from (Pakpahan et al., 2023) , (Hidayat, 2021a) .

Influence Spirit Work (X2) on Employee Performance (Y)

Study show that Spirit Work in a way partial influential significant to performance employees at PT. EPG East Java. Spirit Work is encouragement inner For Work more enterprising and efficient, which affects speed and quality work as well as cost per unit. For now, cheer up working at PT. EPG East Java still low, reflected from

level absenteeism and discipline employee. Findings This in line with study Sukri (2016) also confirms this influence significant Spirit Work to performance employee. In conclusion, hypothesis that Spirit Work in a way partial influential significant to performance employee proven Correct. Research result This supported by (Sarumaha et al., 2021) , (Hermita et al., 2022) but results study This different with (Zainuddin & Darman, 2020) which states that Spirit Work No influential to performance employee.

Influence Compensation (X3) on Employee Performance (Y)

Based on results research above obtained that the Compensation variable in a way partial influential significant on Employee Performance (Y) PT. EPG East Java. According to Hasibuan (2016), compensation covers all form rewards in the form of money or goods received employee as reply on service they to company. Compensation can in the form of cash or stuff, like for example in West Java where the reaper paddy receives 10% of results harvest as compensation. Study Ruchiyah (2018) supports matter This with show that compensation in a way partial influential significant to performance employees at PT. Dantrindo Sidoarjo. In conclusion, hypothesis that compensation influential significant to performance employee proven Correct. Research result This in accordance with (Lucky et al., 2022) , (Surya, et al., 2015)

5. CONCLUSIONS

Conclusion

Through testing in a way together or simultaneous, third variable This that is Discipline Work, enthusiasm Employment and Compensation influential significant on the Performance of PT. East Java EPG Variable Discipline Work influential significant on the Performance of PT. EPG East Java. Analysis results in a way dominant, can known that variable The most influential compensation dominant to Employee Performance variable because mark The resulting significance is the smallest and the β (beta) value is the highest than variable other.

Limitations Study

Findings study Possible limited to context specifically PT. EPG East Java and not can direct applied to companies with characteristics different. Study only covers variable Discipline Work, enthusiasm Work, and Compensation, without consider other factors such as environment Work or support social, which can also be done influential significant to performance. Use Likert scale for measure variables the potential results in respondent bias or inaccuracy in measurement, depending on the response from participant. With size sample limited (68 respondents), validity external results study Possible limited. Condition organization or changing economy after period study can influence generalisability results. For study Next, it is recommended For expand coverage variable, zoom in size sample, and use method more analysis wide use get more understanding comprehensive about influencing factors performance employees at PT. EPG East Java or context similar.

Suggestion

Based on results research, researcher give some suggestions as following:

Companies need focus on improvement discipline Work employee with straighten up standard clear work. Employees who achieve or exceed standard should give award (reward), temporary those who don't fulfil standard need worn sanctions in accordance with level error. This is expected can increase performance employee in a way overall. Employee recommended For Keep going increase Spirit work and creativity in work. Important for they For proactive in help colleague Work after finish task yourself, as well interact Good with fellow employee For support environment productive work. Researcher next recommended For develop studies This with use different variables and indicators. This matter will give more information complete and in-depth about influencing factors development effort and performance employee.

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