

Literatur Review : The Effect of Work Discipline and Compensation on Employee Performance through Work Motivation as an Intervening Variable at PT.Tata Bangun Sarana (Case Study on Marketing Department)

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ABSTRACT

This study aims to test and analyze the effect of work discipline and compensation on employee performance with work motivation as an intervening variable at PT. Tata Bangun Sarana. Respondents in this study were all marketing of PT Tata Bangun Sarana. Based on the saturated sample method, the total sample in this study was 95 respondents. In this study using primary data obtained from the distribution of questionnaires. The number of questionnaires distributed as many as 95 copies and which can be returned and processed as many as 95 eksemplar.

INTRODUCTION

Companies in an effort to achieve their goals really need the participation of human members, the company will not run without the involvement of the human element in it (Wairooy, 2017) . Humans are the most important element because other elements owned by a company such as money, materials, machines, work methods, time and other wealth can only benefit the company if the people in the company are a development force and not a destroyer for the company.

The success of a company is strongly influenced by the performance of its employees (Brahmasari & Suprayetno, 2009; Devi, 2009; Suwati, 2013; Thoyib, 2005). Every company will always try to improve the performance of its employees, with the hope that the company's goals will be achieved. If a company is able to improve the performance of its employees, the company will gain many benefits. Employees who have high performance, the work will be completed faster, damage will be reduced, absenteeism will be minimized, and the possibility of transferring employees can be minimized (Trisnowati & Budiwinarto, 2013).

Discipline is the most important operative function of human resource management because the better employee discipline, the higher the work performance that can be achieved. Without good employee discipline, it is difficult for organizations to achieve optimal results (Sendarmayanti, 2015).

(Retnoningsih et al., 2016) Compensation is everything that employees receive in return for their work is everything that employees receive in return for their work. Each company has a different compensation system, the system is adjusted to its vision, mission and goals.

Motivation is also the desire and seriousness of a worker to do a good job and discipline to achieve maximum work performance. Motivation is the process of influencing or encouraging from outside to a person or work group so that they want to carry out something that has been determined, motivation or encouragement (driving force) (Aldi and Susanti 2019).

The phenomenon that occurs in the marketing division team at PT Tata Bangun Sarana in fact work discipline is still very lacking, this is justified by Mr. Iswantoro as Marketing Manager who said that work discipline in the marketing division team needs to be addressed. In addition, the company must also motivate employees so that employees have good morale and improve discipline so that employees are able to meet monthly sales targets well.

THEORETICAL REVIEW

WORK DISCIPLINE

In everyday life, every human being needs rules and regulations that can regulate and limit every activity and behavior. Likewise with companies, every company must enforce discipline to realize its goals. An employee must know the importance of having a good work discipline attitude, because with this attitude, a useful benefit will be achieved, both for the company and for the employee himself.

(Rihha, 2021) work discipline is one of the behaviors of respecting, appreciating, obeying and obeying the rules that are created, both written and unwritten rules and being able to carry them out and not refusing to get sanctions if they violate the rules and authority given to them.

COMPENSATION

Compensation (Rihha, 2021) says that compensation is one of the components in the function of human resource management activities. compensation can be said to be a reward service to employees for their productivity output.

Compensation (Pratama, 2020) is a reward given by the company to individuals, organizations or employee work groups that can be financial or non-financial, in a predetermined period. Therefore, compensation does not look at employees who have better performance in individuals, organizations or groups, if these employees perform better, they must receive more compensation.

MOTIVATION

Motivation in general has the meaning, a policy by company leaders as a driver of employee work so that they can work more productively in order to achieve the company's expected goals. Understanding motivation (Yuliarni et al., 2021) , states that motivation is a process of trying to influence someone to do something we want. (Sakti, Lisdiana, and Rahayu 2021), motivation is formulated as behavior aimed at goals. Motivation is related to level.

HYPOTHESIS

H1 The Effect of Work Discipline on Employee Performance

The results of Hidayat & Taufiq's research (2012) state that work discipline has a dominant effect on employee performance. The results of Arianto's research (2013) work discipline has no effect on employee performance and the results of Jufrizen's research (2018) work discipline has a significant effect on employee performance. This means that discipline is one of the factors that determine employee performance, if employees are disciplined at work, employee performance will also be achieved and improved.

H2 The effect of compensation on employee performance

The results of Mondiani's research (2012) state that compensation has a positive and significant effect on employee performance. The results of Jufrizen's research (2018) state that compensation has a significant effect on employee performance and Suwati's research (2013) states that it has a positive and significant effect on employee performance. The better/satisfied employees are with the compensation received from the company, the performance will increase. It is better if the compensation provided is not good, then employee performance will also decrease.

H3 The Effect of Work Discipline on Work Motivation

The results of Hidayat & Taufiq's research (2012) state that work discipline has a dominant effect on employee performance. The results of Arianto's research (2013) work discipline has no effect on employee performance and the results of Jufrizen's research (2018) work discipline has a significant effect on employee performance. This means that discipline is one of the factors that determine employee performance, if employees are disciplined at work, employee performance will also be achieved and improved.

H4 The effect of compensation on employee performance

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H5 The Effect of Work Motivation on Employee Performance

The results of research by Setiawan (2013) state that work motivation affects employee performance. The results of Murti & Srimulyana's research (2013) state that work motivation has no significant effect on employee performance. The results of Jufrizen's research (2017) showed that work motivation has a significant effect on performance.

H6 The effect of work discipline on employee performance through work motivation at PT Tata Bangun Sarana.

The results of Hidayat & Taufiq's (2012) research state that work discipline has a dominant effect on employee performance. while this study Arianto (2013) states that work discipline has no effect on employee performance and the results of Murti & Srimulyana's (2013) research that work motivation has no significant effect on employee performance.

H7 The effect of compensation on employee performance through work motivation at PT Tata Bangun Sarana.

Mondiani's research results (2012) state that compensation has a positive and significant effect on employee performance. The results of Murti & Srimulyana's research (2013) state that work motivation has no significant effect on employee performance and Suwati's research (2013) states that it has a positive and significant effect on employee performance.

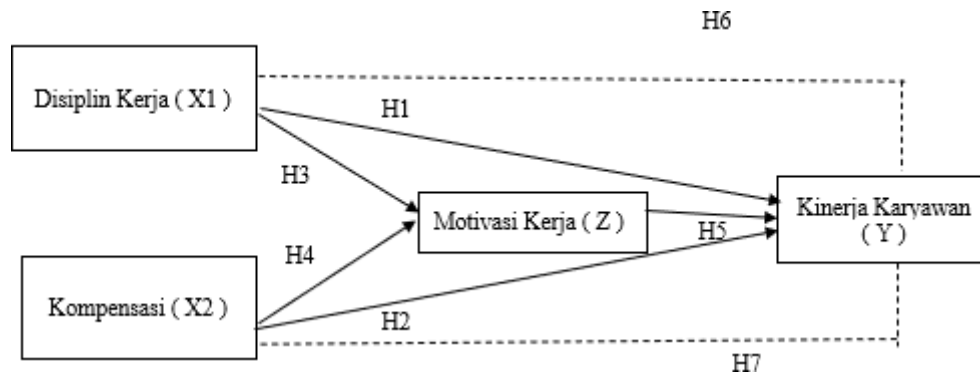


Figure 1 Conceptual Framework

METODE PENELITIAN

RESEARCH DESIGN

This research design is used as a guide or guide that is useful for guidelines and creating research methods. Research design is a clear reference regarding data collection, data analysis, and the relationship between variables. According to (Yayuk and Sugiyono 2019) research methodology is a scientific way to get data with specific purposes and uses. The method that will be used in this research is the Explanatory Survey research method.

POPULATION AND SAMPLE

Population is a generalization area consisting of objects / subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions (Ramadhani Khija, ludovick Uttoh 2015) Researchers took objects / subjects, namely all marketing PT. Tata Bangun Sarana which amounted to 95 people consisting of 64 men and 31 women.

The sample of this study all marketing PT.Tata Bangun Sarana amounted to 95 people. This study uses a saturated sample technique because all the population is sampled by researchers totaling 95 people. Saturated sample is a technique in determining the sample in which all members of the population are sampled. in general, the sample is saturated if the population is small under 100.

TYPES AND SOURCES OF DATA

The type of data used in research is quantitative data. quantitative data is numerical data that is analyzed using mathematical-based methods (Manurung et, al., 2021).

(Achmad and Ida 2018) the data collection method used is a questionnaire in the form of a collection of attitude statements that are written, arranged and analyzed in such a way that a person's response to the statement can be scored and can be interpreted. The questions and explanations in the questionnaire will be measured using a Likert scale type. The questionnaire used in this study is Google Forms or an online questionnaire which will be distributed by researchers to respondents.

DATA ANALYSIS TECHNIQUES

SMART PLS (Partical Least Square)

Partial Least Square or abbreviated as PLS is a component or variant-based Structural Equation Modeling (SEM) equation model. PLS was first publicly introduced by Herman Wold in 1974. According to Ghozali (2006) (Furadantin, 2018), PLS is an alternative approach that shifts from a covariance-based SEM approach to a variant-based one.

Covariance-based SEM generally tests causality or theory models, while PLS is more predictive model. PLS is a powerful analytical method because it is not based on many assumptions, for example, data does not have to be normally distributed, the sample does not have to be large. PLS can also be used to explain whether there is a relationship between latent variables. PLS can analyze at the same time constructs formed with reflexive and formative indicators. PLS analysis consists of two sub models, namely the structural model or often called the inner model and the measurement model or often called the outer model.

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