THE INFLUENCE OF COMPENSATION, WORK DISCIPLINE, AND ACHIEVEMENT MOTIVATION ON EMPLOYEE PERFORMANCE

PENGARUH KOMPENSASI, DISIPLIN KERJA, DAN MOTIVASI PENCAPAIAN TERHADAP KINERJA KARYAWAN

Rahmat Hidayat

Management Study Program, Faculty of Economics, Business Economics and Social Sciences, Pelita Bangsa University, Bekasi, Indonesia
rahmat_hidayat@pelitabangsa.ac.id

Abstract

The business world is now prosecuted to create high employee performance for office development. The office must be able to build and improve performance within its environment. The most common problem is South Cikarang Office. Which is in the field of serving to the society and government is related to the motivation of achieving a decline resulting from bonuses and wages that are less the main factor of discipline in the work decreases. The types of research used are quantitative methods and the research is conducted in this research is done at South Cikarang Office. Located at the location of Jl. Jababeka II Industrial Area. Researchers set the population in this study are employees of the South Cikarang Village Office. And the population contained in South Cikarang Office. A number of 50 people. The results showed that partial compensation had no effect on the performance of the employees of the South Cikarang Office, this is shown from the results of the T count value of (- 1,023 and the T table value of (2,012). Work discipline has an effect on the performance of the employees of the Office of Rural Cikarang South as indicated resources by the results of the T count value greater than the TTable (2,046> 2,012). Achievement Also has a signifivant positive effect toward employee performance and this is shown from the results of Tcount greater than Ttable (4,078> 2,012) From the above statement it can be concluded that partially Work Discipline and Achievement Motivation on Employee Performance influences, While Compensation does not affect the performance of South Cikarang Office employers.

Keywords: Employee Performance; Compensation; Work Discipline; Achievement Motivation

Abstrak

Dunia bisnis kini dituntut untuk menciptakan kinerja karyawan yang tinggi untuk pengembangan perkantoran. Kantor harus mampu membangun dan meningkatkan kinerja di lingkungannya. Masalah yang paling sering terjadi adalah Kantor Cikarang Selatan. Yang dalam bidang pengabdian kepada masyarakat dan pemerintah berkaitan dengan motivasi berprestasi yang mengalami penurunan akibat bonus dan upah yang kurang menjadi faktor utama disiplin dalam bekerja menurun. Jenis penelitian yang digunakan adalah metode kuantitatif dan penelitian yang dilakukan dalam penelitian ini dilakukan di Kantor Cikarang Selatan. Berada di lokasi Jl. Kawasan Industri Jababeka II. Peneliti menetapkan populasi dalam penelitian ini adalah pegawai Kantor Desa Cikarang Selatan. Dan jumlah penduduk terdapat di Kantor Cikarang Selatan. Sejumlah 50 orang. Hasil penelitian menunjukkan bahwa kompensasi parsial tidak berpengaruh terhadap kinerja pegawai Kantor Cikarang Selatan, hal ini ditunjukkan dari hasil nilai T hitung sebesar (- 1,023 dan nilai T tabel (2,012). berpengaruh terhadap kinerja pegawai Dinas Kelurahan Cikarang Selatan yang ditunjukkan sumber daya dengan hasil nilai T hitung lebih besar daripada ttabel (2,046> 2,012) Prestasi juga berpengaruh positif signifikan terhadap kinerja pegawai hal ini ditunjukkan dari Hasil T hitung lebih besar dari Ttabel (4,078> 2,012) Dari pernyataan di atas dapat disimpulkan bahwa secara parsial Disiplin Kerja dan Motivasi Berprestasi berpengaruh terhadap Kinerja Pegawai, Sedangkan Kompensasi tidak berpengaruh terhadap Kinerja pengusaha Kantor Cikarang Selatan.

Kata Kunci: Kinerja Karyawan; Kompensasi; Disiplin Kerja; Motivasi Berprestasi

PRELIMINARY

World offices and services now demanded create high employee performance for the development of office. The office must be able to build and improve performance in its environment. The success of the office is influenced by several factors, one of the important factors is human resources, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by the organization or office . Rapid economic development and quality human resources will be the strength for the office to survive. The ease caused by technological advances also causes many new competitors to enter the business they are in. An office that is ready to move forward must have an active management in improving employee performance. The success of an office is not only about the superior technology, facilities and infrastructures alone, but also must be supported by the human factor that carries out and manages these activities.

High performance can be formed with the awareness of every office leader to provide support to employees in the form of a comfortable workplace atmosphere, providing motivation, creating good work discipline and appropriate compensation to each employee, will be able to increase employee morale in the work. But in reality, the office does not pay much attention to the management of quality human resources. Though human resources are very influential in every change to the success of an office . (Tanod Nanda Aromega, 2019)

The problem that often occurs at the South Cikarang Village Office engaged in the service to the community is related to decreased work motivation due to bonuses and wages that are not the main factor so that discipline in work decreases. Based on the findings of the problem that occurred at the South Cikarang Village Office . the author is interested in researching compensation, work discipline competencies and motivation which will later have an impact on employee performance which will certainly have a positive impact on the office . The results of the next study are outlined in the study with the title "Effect of Compensation, Work Discipline and Achievement Motivation on Performance

LITERATURE REVIEW

Compensation based on team performance is more effective in motivating team efforts when team identity is weak. This result shows that when a strong team identity offers team performance-based compensation is not required. While the combination of team and individual

performance-based compensation produces the highest output, incremental performance improvement is higher than the first performance-based reward strategy (Blazovich, 2013).

Compensation is a complex and difficult thing, because it involves the basis of feasibility, logic, rational, and can be accounted for and related to emotional factors from the aspect of labor. Compensation is given with the aim of providing stimulation and motivation to the workforce to improve work performance, as well as the efficiency and effectiveness of production. (Tindow, 2014).

Work discipline is defined as an attitude, behavior, and actions that are in accordance with the regulations of the organization in written form or not. Therefore, in practice if an organization has striven for most of the regulations that most employees adhere to, then discipline can be enforced (Darmawan, 2013).

Discipline is more derived from oneself, which is shown in the form of obeying and obeying the rules that apply in carrying out the work. Because it comes from a deep self-awareness, disciplinary guidance is fostering an attitude to keep complying with all applicable provisions in the office . Work discipline can be interpreted as the implementation of management to strengthen organizational guidelines (Mangkunegara 2015).

Handoko (2011) states that discipline is a management activity to carry out organizational standards. Hasibuan (2017), the understanding of work discipline is one's awareness and willingness to obey all office regulations and social norms that apply. Siagian (2017) states that work discipline can be interpreted as a form of attitude, mentality, knowledge and behavior of employees to voluntarily try to work cooperatively with other employees , who obey the applicable provisions and work standards, and try to improve their work performance.

From some of the understandings put forward by the experts above, it can be said that employee work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten in the office and able to carry out and if violated will receive sanctions that have been made in the regulations in which he works.

Motivation comes from Latin , which is movere which means drive or driving force. Motivation is a term that means the power of attraction and encouragement, which ultimately produces persistence of behavior that is useful for achieving goals. McClelland in Djiwandono (2014) states that man in her life interact in his neighborhood often ter is influenced by a variety of motives. The motive is related to him as a social creature who needs

to relate to his environment. Achievement motivation really was affecting ki nerja on his job performance. If s emakin high motivas i someone for achieving the higher the well performance or work performance.

Dendik (2013) states that achievement motivation is a social motive for doing something valuable or important well and perfectly to meet the standard of excellence of what someone does. that achievement motivation is a very strong urge to try and work hard to achieve success and excellence. Achievement motivation can be interpreted as an impulse in a person to do or do an activity or task as well as possible in order to achieve achievement with honors.

According to Winkle (2014) achievement motivation is a power that is able to be a motivating factor for employees to achieve the highest achievements. Achievement motivation can be interpreted as actions that become a personal characteristic of a person who develops from interactions with his environment. These characteristics then encourage individuals to give better results when completing a task or responsibility.

Performance comes from the word Job Performance or Actual Performance (work performance or work performance achieved by someone). Understanding performance (work performance) is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him (Banni, 2013).

According to Mangkunegara (2011), performance is the result of quality and quantity of work achieved by an employee or employee in carrying out their duties in accordance with the responsibilities given to him. Performance is the result of work that can be achieved by a person or group of people in one organization, in accordance with their respective authorities and responsibilities, in order to achieve the objectives of the organization concerned legally, not violating the law and in accordance with morals and ethics. (Prawirosentono, 2018).

Mangkunegara (2019) states that employee performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. Meanwhile, according Sedarmayanthi states that performance is the result of work that can be obtained by workers, a management process or an organization as a whole, where the results of the work can be demonstrated in terms of both quality and quantity. (Novelisa, 2016).

Hypothesis

H1 = Compensation (X1) Allegedly influenced employee performance

H2 = Work Discipline (X2) Suspected of influencing employee performance

H3 = Achievement Motivation (X2) Allegedly influenced the performance of employees

METHODOLOGY

This type of research is a quantitative method, in principle is to answer the problem. Problems are deviations from what should be with what actually happened. Deviations between rules with implementation, theory with practice, implementation with planning and so on (Sugiyono, 2016).

Research Design
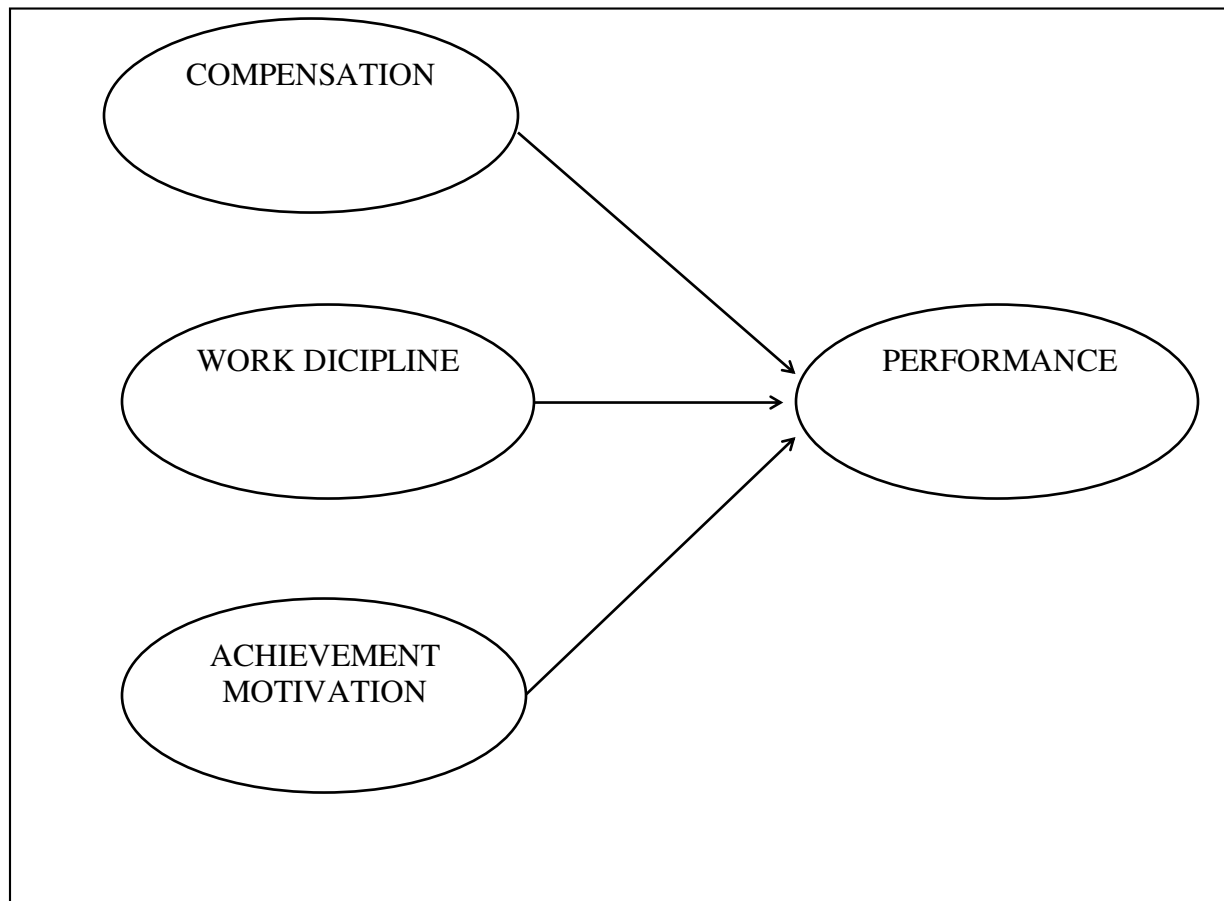
The population in this study were all marketing department employees at PT. Umerson Wamatetsu Technosmart with 50 employees. According to Sugiyono (2013) saturation sampling is a sampling technique when all members of the population are used as samples. So, the sample used in this study was all members of the population, 50 people.

In this study, the data collection used was library research and field research using questionnaires. The questionnaire is a technique of data collection is done by way of giving a set of statements or written questions to the respondent to answer separately. (Sugiyono, 2016). The measurement of variables with interval scales using Likert Scale instruments. And from that, the questionnaire that will be distributed is equipped with five alternative answers.

Data Analysis Method

Validity test

This validity test serves to determine whether a questionnaire is valid or not . A k uesioner declared invalid if the statement on kuesioener able to express something that is measured by kuesi oner the (Ghozali, 2016). Validity test is done by comparing the value of r count with r table for degree of freedom (df) = n-2, in this case n = number of samples (Ghozali, 2016).

Reliability Test

Reliability is a measuring tool to measure a questionnaire which is an indicator of variables. The questionnaire is said to be reliable if the answers to the statements are consistent or stable from time to time. A construct or variable is said to be reliable if it gives a Cronbach Alpha value> 0 , 6 (Ghozali, 2016).

Normality test

A good research data is normal distribution of data. The normality test aims to test whether in the regression model, the independent variable and the dependent variable have a normal distribution. One of the easiest ways to see residual normality is to look at a histogram that compares observational data with close to normal distributions. A more reliable method is to look at the normal probability plot that compares the cumulative distribution from the normal distribution. If the residual data distribution is normal, then the line that represents the actual data will follow the diagonal line.

Multiple Linear Regression Equation Test

The purpose of this test is to find out how much influence the X variable has on the Y variable by using a multiple linear regression formula.

The multiple linear regression form that can be used is as quoted by Ghozali (2016: 215), namely: $Y = a + b1X1 + b2X2 + b2X3 + e$.

Coefficient Determination (R2)

Used to find out how much influence the percentage (%) of all independent variables used on the dependent variable (Bawono, 2006: 92). The value of R2 is between 0 and 1 .

Hypothesis testing

Ghozali (2016) states of T test on actual to show the influence of the variable X individually in explaining v ariabel bound. T test is a procedure used to test a hypothesis accepted or rejected . T test is done to reflect the significance of the relationship of independent variables on the dependent variable independent variable assumes another constant.

RESEARCH RESULT

Validity test

The results of the validity test through the SPSS 22 program, there are three first outputs are the Compensation variable (X1), the work discipline variable (X2), the achievement motivation variable (X3) and the Employee Performance Variable (Y). Correlation between each statement item with a statement item score. This correlation value is compared with r tables sought at the significance of 0.05 with two sides and the number (n) = 50 or (n-2) = 48, it can be concluded r table of 0.2787

Reliability Test

Based on the results of the reliability statistical test, all items of the statement have an alpha coefficient, r = 0.761 thus seeing the level of reliability measurement is included in the Cronbach Alpha value of 0 , 61 to 0.80 which means reliable.

Normality test

Based on the histogram graph, it gives a right-sided pattern and the data distribution follows a curve, meaning that the histogram graph shows a normal distribution pattern. So in this case the regression model meets the assumption of normality.

Regression Analysis Test

Results of the Multiple Linear Equation Test

Based on the results of multiple linear regression obtained the following equation : Y = 5,695 + -, 122 X1 +, 227X2 +, 548 X3

Information:

1. From the picture above, there is a constant of 5.695 which means that if Compensation (X1), Work Disilin Variable (X2), Achievement Motivation Variable (X3) and Employee Performance Variable (Y). the value is 0, then the employee's performance value is 5.695

2. Beta coefficient value on the Compensation variable is -0,122 which means that every change in the Compensation variable (X1) of one unit will result in a change in Employee Performance (Y) of -0,122 units. Conversely, a decrease in one unit in the Compensation variable (X1) will reduce Employee Performance (Y) by -0.122 with other assumptions are fixed.

3. Beta coefficient value on the Work Disilin variable (X2) is 0.227 which means that every change in the Work Disilin variable (X2) of one unit will result in a change in Employee Performance (Y) of 0.227 units. Conversely, a decrease in one unit in the Work Discipline variable (X2) will reduce Employee Performance (Y) by 0.227 with other assumptions are fixed.

4. Beta coefficient value on the Achievement Motivation variable (X3) is 0.548 which means that every change in the Achievement Motivation variable (X3) by one unit will result in a change in Employee Performance (Y) of 0.548 units. Conversely, a decrease in one unit in the Achievement Motivation variable (X3) will reduce Employee Performance (Y) by 0.548 with other assumptions are fixed.

T Test (Partial)

T test (partial) to determine whether the independent variable (X) partially (alone) has a significant effect on the dependent variable (Y).

Based on data processing, it can be concluded that:

1. Table of distribution of T is sought at a = 5 %: 2 = 2.5% (2-tailed test) where to find out the value of T table, the following equation can be used: df (degree of freedom) = nk-1 or 50-3-1 = 47 (n is the number of data / total sample and k is the number of independent variables). By testing 2 sides (significance = 0.025) results obtained for t table of 2.012.

2. Based on the results of the regression analysis obtained T value of -1.023 while the value of the T table at a significance level of 5% is 2.012. Thus Tcount is smaller than Ttable (-1,023 <2,012). From these results, it can be concluded that H01 is accepted and Ha1 is rejected, which means, that Compensation (X1) partially has no effect on Employee Performance (Y)

3. Based on the results of the regression analysis obtained a calculated T value of 2.046. while the T table at the 5% significance level is 2.012. Thus T count is greater than T table (2,046> 2,012.) From these results, it can be concluded that H02 is rejected and Ha2 is accepted, which means that Work Discipline (X2) partially influences Employee Performance (Y)

4. Based on the results of the regression analysis, the value of Tcount is 4.078 while the value of Ttable at a significance level of 5% is 2.012. Thus Thitung is greater than Ttable (4,078> 2,012.). From these results, it can be concluded that H03 is rejected and Ha3 is accepted which means, that Achievement Motivation (X3) partially influences Employee Performance (Y)

Coefficient Determination (Adjusted R2)

This test d igunakan in order to determine the influence of the percentage (%) of all the variables X that is used on the dependent variable.

1. A value of 0 indicates that there is no relationship between the independent variable and the dependent variable.

2. A value of 1 indicates a perfect relationship between the independent variable and the dependent variable.

CONCLUSION

1. Based on the results of the regression analysis, the value of Tcount is -1.023 while the value of Ttable at a significance level of 5% is 2.012. Thus Tcount is smaller than Ttable (-1,023 <2,012). From these results, it can be concluded that H01 is accepted and Ha1 is rejected, which means, that Compensation (X1) partially has no effect on Employee Performance (Y)

2. Based on the results of the regression analysis, the value of Thitung was 2.046. while the value of T table at a significance level of 5% is 2.012. Thus Thitung is greater than

Ttable (2,046> 2,012.) From these results, it can be concluded that H02 is rejected and Ha2 is accepted, which means that Work Discipline (X2) partially influences Employee Performance (Y)

3. Based on the results of the regression analysis, the value of Tcount is 4.078 while the value of Ttable at a significance level of 5% is 2.012. Thus Thitung is greater than Ttable (4,078> 2,012.). From these results, it can be concluded that H03 is rejected and Ha3 is accepted which means, that Achievement Motivation (X3) partially influences Employee Performance (Y).

REFERENCE

Aromega Tanod Nanda. 2019. *Pengaruh kompensasi dan disiplin kerja terhadap kinerja karyawan di yuta hotel manado*. Universitas Sam Ratulangi Jurnal EMBA Vol.7 No.1 Januari 2019, Hal. 741 – 750. ISSN 2303-1174.

Bangun, R., Ratnasari, S. L., and Hakim, L. 2019. The Influence of Leadership, Organizational Behavior, Compensation on Employee Performance in Non-Production. *Journal of Research in Psychology (JRP)*. Vol. 1. No.4. pp. 13-66.

Banni, Maslan. 2013. *Pengaruh Disiplin dan Motivasi terhadap Kinerja Pegawai PT.PLN (PERSERO) Wilayah Kalimantan Timur Area Samarinda*. Universitas Mulawarman. Samarinda, Kalimantan Timur.

Bintarti, Surya. 2015. *Metodologi Penelitian*. Jakarta: Mitra Wacana Media.

Blazovich, Janell L. (2013), *Team identity and performance-based compensation effects on performance University of Hongkong*. an international journal, vol. 19 iss 3/4 pp. 153 – 184. Emerald Insight.

Darmawan, Didit. 2013. *Prinsip-Prinsip Perilaku Organisasi*. Penerbit JP. Books. Surabaya.

Dessler, Gary. (2013), *Human Resource Management Thirteenth Edition*, New Jersey: Penerbit Prentice Hall.Ghozali, Imam. 2016. *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 23 Edisi Kedelapan*. Semarang: Badan Penerbit Universitas Diponegoro. Hal 47-215.

Hasibuan Malayu S.P.. 2015. *Manajemen Sumber daya Manusia Edisi Revisi*, Jakarta: Bumi Aksara.

Knights, Alexander. 2018. Göteborgs Universitet, *Achievement motivation and presidential effectiveness. Journal of Public Leadership nternational Journal of Public Leadership* © Emerald Publishing Limited 2056-4929 DOI 10.1108/IJPL-08-2018-0041.

Mohammad Iman Tindow. 2014 *Disiplin Kerja, Motivasi Dan Kompensasi Pengaruhnya Terhadap Kinerja Karyawan Pada PT. Bank Sulut Cabang Calaca.* Universitas Samratulangi Manado. Jurnal EMBA Vol.2 No.2 Juni 2014, Hal. 1594-1606. ISSN 2303-1174.

Nugroho, adi. 2016. Universitas Islam Batik Surakarta *Pengaruh Komitmen Organisasi, Motivasi Berprestasi Dan Gaya Kepemimpinan Terhadap Kinerja Karyawan Pt Wangsa Jatra Lestari*, Jurnal Bisnis dan Ekonomi (JBE), September 2016, Hal. 194 – 203 Vol. 23, No. 2 ISSN: 1412-3126.

Ratnasari, S. L., Sutjahjo, G., and Yana, D. (2019). The performance of Sharia Banks Employees X Branch Batam Through Work Motivation. *Etikonomi*. Vol.18., No.1, April 2019.

Ratnasari, S. L., Sutjahjo, G., and Adam. (2019). The Contribution Of Competence, Motivation, And Creativity Towards Teacher's Performance Through Work Satisfaction. *International Journal Of Engineering and Advanced Technology (IJEAT)*. Volume-8 Issue-5C, May 2019. 145-149. ISSN: 2249-8958. DOI:10.35940/ijeat.E1021.0585C19

Ratnasari, S. L., Nasrul, H. W., Nurdin, I., Susilowati, Y., and Manurung, S. (2020). Employee Performance: Organizational Commitment, Motivation, Work Ability, and Work Environment. *International Journal of Advance Science and Technology*. Vol. 29 No. 10S. (2020). Pp. 1074-1084. ISSN: 2005-4238.

Setiawati, I., Ratnasari, S. L., and Hakim, L. (2019). The Effects of Organizational Culture, Leadership Style, Motivation, and Organizational Commitment on Employee Work Discipline at Pancaran Maitri Foundation. *Manajemen Research Spectrum*. Vol.9, No.1 (2019). Pp. 42-47.

Riyadi, Slamet. (2011). *Pengaruh Kompensasi Finansial,Gaya Kepemimpinan, dan Motivasi Kerja Terhadap Kinerja Karyawan pada Kantor Manufaktur di Jawa Timur*. Jurnal Manajemen dan Kewira usahaan Vol. 13 No 1 Maret 2011 : 40- 45.Tanggal akses 28 Oktober 2016. http://cpanel.petra.ac.id/ejournal/index.php p/man/article/viewArticle/18243

Sugiyono. 2012. *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung.

Suwati Yuli. 2013. *Pengaruh kompensasi dan motivasi kerja terhadap kinerja karyawan pada PT. Tunas hijau samarinda*. Universitas Mulawarman. eJournal Ilmu Administrasi Bisnis, 2013 : hal 41-55 ejournal.adbisnis.fisip-unmul.org.

Suwatno dan Donni Priansa. 2011. *Manajemen SDM dalam Organisasi Publik dan Bisnis*. Bandung: Penerbit Alfabeta.

Wardana Surya Dendik. Universitas Muhammadiyah Malang. *Motivasi Berprestasi Dengan Kinerja Guru Yang Sudah Disertifikasi*. Jurnal ilmiah psikologi terapan Vol. 01, No.01, Januari 2013 ISSN: 2301-8267.