The Effect of Discipline, Compensation, and Work Commitment on Employee Performance at PT TriTunggal Cemerlang

Fricilla Putri Salim [1], Gregorius Widiyanto [2]

Universitas Buddhi Dharma
Jl. Imam Bonjol No. 41 Karawaci Ilir, Tangerang, Indonesia
[1]fricillaputrisalim@gmail.com
[2]gregorius.widiyanto@ubd.ac.id

Abstract

The purpose of this study was to evaluate the relationship between the performance of PT Tritunggal Brilliant's employees and factors including discipline, compensation, and work dedication. A questionnaire survey was used as a data collection method in this study, which had a sample of one hundred people who participated in the study. Multiple linear regression analysis was the chosen study method, and SPSS version 26 was the software package used for the analysis. Participants in this study were individuals who worked at PT Tritunggal Brilliant. According to the findings of multiple linear regression analysis, the only variable that has a substantial positive impact on employee performance is discipline, while several variables of income and work commitment have a negative impact on employee performance.

I. INTRODUCTION

1. Background

Resources in a company are very important because they are the main force behind the organization's operations. Effective human resource management will determine the survival of the business in the future. In general, all businesses look for employees who are more than competent, skilled, disciplined and obedient. However, employers are also looking for employees who are dedicated, enthusiastic, reliable and deliver the best results (Akbar et al.,

2017). ©Every company needs its employees to be able to perform their duties as quickly and effectively as possible if it is to realize its vision. The position and program of human resources greatly determine the ability of the organization to realize its company goals (Alam & Nursiam, 2020).

In every company's business, the importance of effective human resources is a major factor in running the company, even with the support of abundant capital, the company's operations cannot run without them. In order for a company to progress and develop, the human resources used in trade must always be maintained, controlled and developed by the organization (Ariandi, 2018). Developments in competition between companies have encouraged companies to improve the performance of their employees. This is intended to improve product quality and meet the wants and needs of corporate buyers to apply the right strategy to attract visitors to find the right strategy (Ilahi et al., 2017).

The company's ability to pay dividends increases with increased profitability. When making decisions about company policy, managers will receive greater benefits besides paying dividends (Sutrisno, 2017).

II. LITERATURE REVIEW

2.1. Human Resources

a. Definition of Human Resource Management

According to Hasibuan (2019: 10) says that: "Human resource management, sometimes known as HR, is a science or approach that aims to maximize the common goals of business, employees, and society by managing relationships and roles between resources (labor)".

2.2. Work Discipline

b. Definition of Work Discipline

By adhering to organizational standards, discipline develops a person's ability to maintain and improve organizational goals (Sutrisna, 2016). Since discipline is an authentic representation of what is and is not permitted in the workplace, it must be respected by both individuals and institutions. Work discipline is necessary for success and will increase productivity (Khoirinisa, 2019).

2.3. Compensation

c. Definition of Compensation

According to Hasibuan (2017: 119), remuneration is any form of payment received by employees as compensation for services rendered to a company. This payment can be in the form of money, direct or indirect commodities, or both.

Compensation is an important component in human resource management, as stated by Hamali (2018: 5). Employment cases may involve concerns about salary and related matters such as benefits, salary increases, compensation systems and pay scales.

2.4. Work Commitment

d. Definition of Work Commitment

The ability to grow or manage a company or corporation when employees do it enthusiastically and without deviating from the tasks assigned to them is known as commitment (Busro, 2018). Commitment is an attitude of readiness to uphold the vision, mission and wishes given to employees by the company or superiors (Sinambela, 2018).

III. METHOD

3.1. Research Method

This research uses quantitative methods as an analytical approach based on data in numerical form (Sugiyono, 2019). This research is also referred to as ex facto study or experimental research and there is no manipulation.

3.2. Population and Sample

Population

A researcher selects things or subjects with certain attributes or characteristics to be analyzed, and after making conclusions with generalized areas (Sugiyono, 2017). So the population of this study is all employees of PT Tritunggal Cemerlang.

Sample

The sample is a representation of the size and makeup of the population (Sugiyono, 2017). So the sample used in this study is :

- ➢ Employee of PT Tritunggal Cemerlang

➢ Men and Women

➢ A total of 100 employees

3.3. Data collection technique

Obtaining data is the most important and most strategic step in research (Sugiyono, 2017).

The author identifies ways of obtaining primary and secondary data in the following ways by collecting the appropriate data :

1. Questionnaire

    The questionnaire is a collection of data provided by respondents, according to Sugiyono (2017: 142). All employees of Toko Mas Megah Indah, totaling 30 people who were used as the research sample, answered the questionnaire.

2. Observation

    As stated in Sugiyono (2017: 203), "Observation is carried out by direct observation of factors, such as the conditions of the workplace and work environment, which can be used to determine the appropriate interview variables and help with job analysis questionnaires."

3. Interview

    According to Sugiyono (2017: 194), said that: "interviews are used if the researcher wants to conduct preliminary research to identify research questions, and if the researcher wants to learn more about the interviewer, the data collection methodology, and with a small number of respondents."

4. Library Research

    The method of collecting data through in-depth examination of documents, books, literary works, and records related to the problems encountered is known as library research.

IV. RESULTS

1. Model Summary Table
- **Coefficient Determination Test (R^2)**

Coefficientsa

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	20.753	3.517		5.901	.000
	Discipline	.081	.124	.059	.651	.517
	Compensation	.256	.089	.359	2.872	.005
	Work Commitment	.169	.111	.188	1.527	.130

a. Dependent Variable: Employee Performance

2. Hipotesis Table Test
- **T Test**

Coefficientsa

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a. Dependent Variable: Employee Performance

- **F Test**

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	141.017	3	47.006	7.939	.001b
	Residual	153.950	26	5.921		
	Total	294.967	29			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Commitment, Discipline, Compensation

V. CONCLUTION

5.1. Conclution

Based on the research results it was concluded that the variables of Discipline, Compensation, and Commitment to Employee Performance at PT. Tritunggal Cemerlang, are as follows: The majority of respondents in this research were dominated by disciplinary variables, which were as much as 89.8%. Not only that, but when viewed from the compensation at PT. Tritunggal Cemerlang the results of the respondents were 78.9%. The majority of respondents in this study have a work commitment of 77.2%. In this study, respondents have medium category compensation. In this study, respondents have a high category of discipline. The results of the study show that there is a significant relationship between the influence of discipline, compensation, and commitment to employee performance at PT. Tritunggal Cemerlang.

5.2. Suggestion

This can motivate future writers or researchers to further develop and test research based on research results. So the researchers offer recommendations including :

1. For Company

   It is hoped that it can motivate the parties from Toko Mas Megah Indah Group to be able to improve employee performance by being able to pay attention to the level of job satisfaction of its employees.

2. For Further Researchers

   It is hoped that the research results can be reproduced as knowledge and experience regarding discipline, compensation and work commitment to employee performance, prioritized to combine the theories obtained with the results from existing practices within the company and to be used by further researchers and refine this research.

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