



Work Discipline Influenced by Work Compensation

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Abstract

Compensation is one of a person's factors in improving discipline and performance in a job. Work discipline is influenced by various factors such as workers' compensation. The purpose of this study was to determine the effect of workers' compensation on one's work discipline. This research methodology is ex post facto with a quantitative approach. Respondents in this study amounted to 40 employees of PT Tirta Kencana Tata Warna (Avian Brands) Bengkulu who were taken by total sampling technique. Methods of data analysis in research using regression analysis. The results of this study are as follows; worker's compensation has a significant effect on work discipline, where worker's compensation has an effect of 61.1% on work discipline while the remaining 38.9% is influenced by other variables outside this study.

Keywords: *Work compensation; Work Discipline*

Introduction

Employee compensation is any form of payment or reward given to employees and arising from the employee's employment (Dessler, 2013). Compensation can affect a person's discipline in improving work performance (Bharata, 2016). Iptian et al (2020) and Bangun (2019) found that compensation affects a person's disciplinary attitude and has an impact on his performance.

Arif et al (2019) found that work compensation has a significant effect on a person's attitude at work. Where compensation has a significant influence on discipline in improving job performance (Syamsudin, 2021, Christian et al 2022). Compensation is measured by direct compensation, there are salaries, incentives, bonuses, and indirect compensation or fringe benefits where there are facilities, such as insurance, benefits, pensions, and others.

Based on the phenomena and various findings it is known that work motivation has a relationship to work discipline. The purpose of this study was to determine the effect of work motivation on work discipline. so that in the future it can contribute to agency decision-making in order to achieve good performance and can help the government for good economic growth.

Compensation

Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company (Hasibuan, 2018). According to Dessler (2013) employee compensation is any form of payment or reward is given to employees and arising from the employee's employment. According to Hariandja (2005: 54) Compensation is the overall remuneration received from carrying out work in the organization in the form of money or otherwise, which can be in the form of salaries, wages, bonuses, incentives, and other benefits, such as health benefits, holiday allowances, money meals, vacation pay, and so on. Based on this opinion, it can be concluded that compensation is everything that is provided by the company to workers in return for services that have been provided, including financial and non-financial aspects.

The indicators of compensation according to Dessler (2013) are direct compensation, there are salaries, incentives, bonuses, and indirect compensation or fringe benefits where there are facilities, such as insurance, benefits, pensions, and others. other. And there is also non-financial compensation such as promotion opportunities and job recognition. One of the manifestations of attention, effort, and encouragement that can be carried out by the company towards its employees, of which is by carrying out objective and fair promotion as well as the right placement.

Disiplin Kerja

Work discipline according to Muchdarsyah (2005: 18) is "a mental attitude reflected in the actions or behavior of individuals, groups or communities in the form of obedience to regulations or provisions set by the government or ethical norms and rules that apply in society for the purpose of certain". Employee work discipline is very important for a company in order to achieve company goals. The attitude of work discipline possessed by employees is very important for a company in order to realize company goals. Without good employee work discipline, it is difficult for a company to achieve optimal results. Good discipline reflects the magnitude of a person's responsibility for the tasks assigned to him. This encourages work passion, morale, and the realization of company goals.

Work discipline is an attitude that is reflected in the actions or behavior of employees, in the form of obedience or adherence to the rules and regulations set by the company. In this case, discipline is not only in the form of obedience but also the responsibilities are given by the organization. Factors that affect work discipline, namely 1). Motivation, 2). Education and training, 3). Leadership, 4). Welfare related to compensation, 5). Discipline enforcement through law. Indicators of work discipline, namely punctuality, using office equipment properly, high responsibility, and obedience.

Research Framework and Hypothesis

The Effect of Work Compensation on Work Discipline

Compensation can affect a person's discipline in improving job performance (Bharata, 2016, Efendi et al 2021). Research by Iptian et al (2020) found that compensation affects a person's disciplinary attitude and has an impact on his performance. Research conducted by Arif et al (2019), Rezeki and Hidayat (2022) found that workers compensation has a significant effect on a person's attitude at work. Where compensation has a significant effect on discipline in improving job performance (Syamsudin et al, 2021, Christian et al 2022).

H₁: Work compensation has a significant influence on work discipline

Based on various theoretical explanations, research findings, and hypothesis development regarding the effect of work compensation on work discipline. So the research framework in (Figure 1) is as follows:

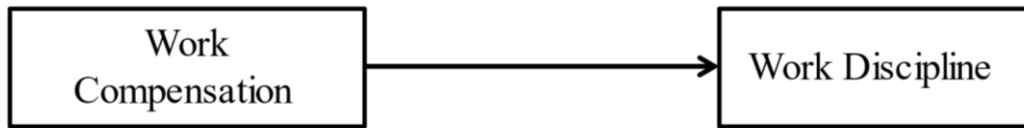


Figure 1. Research Framework

Methodology

This research uses ex-post facto research with a quantitative approach. According to Sugiyono (2015), ex-post facto is research conducted to examine events that have occurred and then trace back to find out the factors that could have caused these events. . While the quantitative approach is data in the form of numbers or qualitative data that is calculated (Efendi et al, 2019). Methods of data analysis in this study using multiple regression. The population in this study were 40 employees of PT Tirta Kencana Tata Warna (Avian Brands) Bengkulu who were taken by total sampling technique.

Findings

Table 1 below is the result of multiple regression analysis of research data, with the following research results:

Table 1. Characteristics of Respondents

Variable	Characteristics	Frequency	Percentage (%)
Gender	Man	35	87,5
	Woman	5	12,5
Age	21-30 year	4	10
	31-40 year	34	85
	41-50 year	2	5
Personal Status	Single	35	87,5
	Marry	5	12,5
Education	SMA	8	20
	DIPLOMA	10	25
	S1	22	55
Work Experience	1-5 year	5	12,5
	6-10 year	15	37,5
	11-20 year	20	50

Source: Primary data processed

Table 2. Regression Analysis Results

Variable	Koef. Regression (B)	T Statistic	Sig
Work Compensation	0.543	7.732	0.000
Constant	9.038		
R	0.782		
R ²	0.611		
F Statistic	59.786		
Sig	0.000		

Source: Primary data processed

The Effect of Work Compensation on Work Discipline

Based on the results of the regression analysis, it is known that work compensation has a significant influence on work discipline, shown in the regression coefficient value of 0.543. At the 5% significance level, it is known that the t-value is 7,732 with a significance of 0.000. With these results, the first hypothesis is accepted because work compensation has a significant influence on work discipline.

Koefisien Determinasi R Square (R²)

The coefficient of determination R Square is used to show how large the percentage of work compensation variables affects work discipline. The results of the regression analysis show that the coefficient of determination R² has a value of 0.611 or it can be said that 61.1% of work discipline is influenced by work compensation variables and 38.9% is influenced by other variables outside this study.

Discussion

The Effect of Work Compensation on Work Discipline

Based on the results of the research that has been analyzed there is a significant effect between work compensation on work discipline. This is shown by the value of the regression coefficient of 0.543. At the 5% significance level, it is known that the t-value is 7.732 with a significance of 0.000. So it can be said that work compensation can have a good impact on one's work discipline in order to improve performance.

The results of this study are supported by research conducted by Iptian et al (2020) who found that compensation affects a person's disciplinary attitude and has an impact on his performance. Research conducted by Arif et al (2019), Rezeki and Hidayat (2022) found that work compensation has a significant effect on a person's attitude at work. Where compensation has a significant effect on discipline in improving job performance (Syamsuddin et al, 2021, Christian et al 2022; Saban et al 2020). So compensation can affect a person's discipline in improving work performance (Bharata, 2016).

Koefisien Determinasi R Square (R^2)

The results of this study indicate that there is a significant influence between work compensation on work discipline. This is indicated by the results of the test results with F test which obtained a calculated F value of 59,786 with an F significance value of 0.000 or $F < 0.05$. The coefficient of determination R Square is used to show how large the percentage of work compensation variables influences work discipline variables. The results of the regression analysis show that the coefficient of determination R^2 has a value of 0.611 or it can be said that 61.1% of workers' compensation affects work discipline. and 38.9% were influenced by other variables outside of this study

Conclusion

Based on the results and discussion in the research, we can conclude that; work compensation has a significant effect on work discipline, where work compensation has an effect of 61.1% on work discipline while the remaining 38.9% is influenced by other variables outside this study. Together with the limitations this study can be a reference material for further research in the future.

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