# INFLUENCE COMPENSATION, DISCIPLINE WORK AND ETHICS WORK ON THE PERFORMANCE OF BPJS EMPLOYEE EMPLOYEES NORTH MEDAN BRANCH

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## Abstract

Study This aim For know How influence compensation, discipline Work And ethics Work gasped performance employee BPJS Employment Branch Medan North. Study This use methodology quantitative. Method This use Sampling fed up technique This is determination sampleif all member population is used as sample . Sampling fed up This oftencarried out if the population is relatively small, less than 30 people, or the research is want to make generalization with very small errors and research has samples 35. Engineering collecting data using a questionnaire (Questionnaire).

The research results show that compensation, work discipline and work ethics are partial And simultaneous influential positive And significant to performance employee BPJS North Medan branch employment. There is a strong correlation between compensation, work discipline and work ethics with employee performance and the percentage size, namely 48.5% and the rest 51.5% can explained by variable other Which not researched.

Keywords **:** *Compensation, Discipline Work, Ethics Work*

## 1. INTRODUCTION

Source Power man considered as asset most importantly from all source Power an organization. Human resources have greater power than other resources, such as materials, methods, money, machines, and markets.Resources humans are the managers of all organizational resources, so without resourceshumans, all other resources are useless. Resource Humans who Quality determines how well or poorly an employee performs to help organization reach objective (Wibowo, 2013). Remember how importance source Power man (HR) for something company For endure life in era globalization And competition business Which strict momentThis. No only employee And management source Power man Which responsible answer For produce employee Which quality And talented, but Also the head of the company. Leaders should focus on identifying factors which can affect the performance of their employees because they are responsible For manage resource man For achieving goals company.

Compensation, work discipline, and ethics Work is several additional components that influence employee performance. "Compensation defined as all income, Good in form Money as well as goods received by workers as compensation for their services to company" (Sedarmayanti, 2017). To improve performance employees, compensation is very important. Someone will try their best For get compensation Which in accordance with effort them ( Hasibuan in (Badryah 2017) ). Discipline Work is component other Which influence performance employee other than compensation. Discipline is a person's willingness and willingness to obey regulations that apply in an organization. Discipline is a person and a group that provides guarantees of obedience to orders and initiative in operate deed Which needed If No there is order (Heidjrachman & Husnan, 2020). If employees are not disciplined in their work, such as not arriving on time, carrying out work not on time, or notobey regulation, performance they will very influential. As a result, objective work and the company doesn't will be achieved in time Which long. Ethics work—often called ethos work"—is component final Which influence performance. Term Greece "ethos" means Also "ethics". Ethics originate from say"ethics", Which means "knowledge about attitude, action, And obligation Which Good or badwhich is generally accepted. In most cases, ethics has more to do with principles Which set by profession or discourse ethics Which different. Ethics Alsomore associated with How behavior man interact one The same other.

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## REVIEW REFERENCES
### a. Performance Employee

Performance is the result achieved by a person or group of people in a company according to their duties and responsibility they For reach objective company, in a way legal or No violate law, And in accordance with morals And ethics (Sedarmayanti, 2017). Factors-factors that influence performance that is attitude And mentally (Motivation Work, Discipline Work, Ethics Work), Education, Skills, Management Leadership, Level Income, Wages (Compensation) And Health, Guarantee Social, Atmosphere Work, Facility And Place Work, Technology, Chance for Achievement (Sedarmayanti, 2017). Gomez (2018) opinion that in measure performance employees, thencan used some indicator following:

    a. Quality Work, neatness, accuracy, And linkages results with No ignore volume Work
    b. Quantity Work, volume work that generated in lower condition normal.
    c. Time period, which shows how quickly an activity is completed with consider coordination
    d. Cost Effectiveness, namely the absence of losses or other costs that must be incurred borne by the company due to negligence and work errors carried out employee.

### b. Compensation

Factors following influence compensation, according to definition Hasibuan (Badriyah, 2017): "Compensation is all income Whichshaped Money, goods direct or No direct Which accepted employeeas compensation for services rendered to the company." In this case, the level of compensation is relatively small if the job offer is greater than request work. Ability And Willingness Company

(a) In matter This if If company or something organization the capableAnd willing give compensation with Good so level the greater the compensation, and vice versa if the company or an organization is only able to provide low compensation so level compensation even low.
(b) Ability And Willingness Company: In matter This, level compensationwill increase if the company or organization is able and willinggive compensation with Good, And on the contrary, If company orsomething organization only capable give compensation Which low.
(c) Productivity Work Employee or Employee: In matter This, If employee or employee work productivity is good, then the compensation is good will be accepted will be greater, but if the productivity is poor, then compensation Which will accepted will more low. According to Sinambela (2016), p Which can become indicator compensation as following:
    a) wages And wages
    b) incentive
    c) allowance
    d) facility

### c. Discipline Work

According to Singodimejo in Sutrisno (2016) discipline is attitude willingness And willingness somebody For obey And obey normsregulation Which valid in surroundings. According to Afandi (2018) there are factors that influence discipline Work are as follows:

1. Factor leadership
2. Factor compensation
3. Factor award
4. Factor justice
5. Factor supervision
6. Factor environment
7. Factor penalty punishment

Indicators discipline Work, according to Afandi (2018), between other is:
1) Enter Work appropriate time
2) Use time in a way effective
3) No Once absent/no Work
4) Comply all regulation organization And company
5) Targets work
6) Making report work daily

### d. Ethics Work

Work ethic is often called "work ethic". The Greek term "ethos" means "ethics" Also. Ethics Work is attitude, view, habit, characteristic, or characteristic Which owneda person, group, or country about how to work. Work routines and ethics Which tall Certain No will make You bored. Even, they can increase performance And performance they in place Work. Desire For improving the quality of work is the basis of high work ethics, so people People who have these values will also contribute new ideas on the spot Work. Ethos Work is set behavior positive Which rooted on belief fundamentals accompanied by total commitment to an integral work paradigm ( Sinamo , 2017). According to Cashmere (2018), as for indicator ethics Work is as following:

  a. Attitude And behavior
  b. Appearance
  c. Method get dressed
  d. Method speak
  e. Motion Gerik

### e. Framework Conceptual

#### a. Connection Between Compensation with Performance Employee

Compensation is closely related to a person's performance in the company. If The company provides high compensation and according to what they are do, so employee will do work they with completely heart Andfull of responsibility. On the contrary, if the company provides compensation low And No in accordance with What Which they do, so employee Also tend not enough maximum in do their job.

#### b. Connection Between Discipline Work with Performance Employee

Work discipline is related to employee performance, because if an employee have high work discipline, they will carry out tasks or work they with fluent And orderly, Which on turn will produce results performance Which better and impactful on achievement objective company.

#### c. Connection Between Ethics Work with Performance Employee

A study (Damanik et al., 2018) find that although Some employees in a company have work ethics, employees who haveThis ethic can improve their performance because they see the work they as a responsibility that must be carried out with full dedication and sincerely For increase quality self they Alone.

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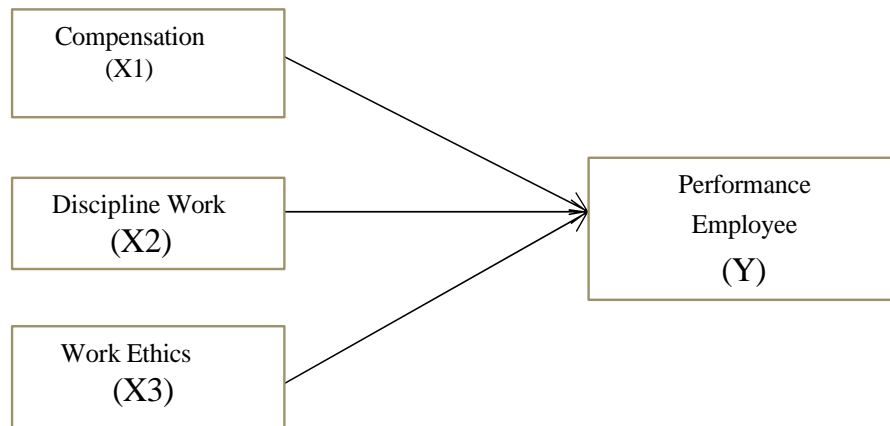
H1. Compensation influential positive And significant to Performance Employee BPJS Employment Branch Medan North
H2. Discipline Work influential positive And significant to Performance Employee BPJS Employment Branch Medan North
H3. Work Ethics has a positive and significant effect on BPJS Employee Performance Employment Branch Medan North

## 2. IMPLEMENTATION METHOD

Study This use methodology quantitative. Sugiyono (2019) states that quantitative methods originate from the philosophy of positivism and aim to explain and check the researcher's hypothesis. BPJS Employment Branch Medan North is place study This done. Method This use Sampling fed up this technique is determination sample when all member populationused as a sample . Saturated sampling is often carried out when the population size is large relatively small, less than 30 people, or research that wants to make generalizations with very wrong small and research has a sample 35. Data reliability and validity tests were carried out in this research. t test (partial),F, and coefficient of determination (R2) were also carried out using IBM SPSS version 25. For study This, test validity done using formula Pearson following:

$$r = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\left[n \sum (X)^2 - (\sum X)^2\right]\left[n \sum (Y)^2 - (\sum Y)^2\right]}}$$

Information :
r = Correlation Coefficient
n = Number of respondents
X = Score each items
Y = Score all over items respondents test try

To test reliability using Cronbach Alpha (α) is used. MarkCronbach Alpha must be more than 0.60, so that the variable is considered reliable. Test this carried out using the Cronbach alpha coefficient. Criteria for an instrument research is said to be reliable using this technique, if the Cronbach value Alpha greater than 0.60 Siregar (2016). With assumption that variable independent Which other considered constant, test t This used For determine level significance from role in a way Partial from variableindependent to variable dependent. For explain variable partially dependent, the t test is used to measure how big the influence is independent variables in individual research. Sugiyono (2014) stated that formula following can be used For count test t:
Information :

$$t = r\sqrt{\frac{n-2}{1-r^2}}$$

t = Mark test t
r = Coefficient correlationn
n = Amount data
r2 = Coefficient determination

Next, the Determinant Coefficient (R2) is used to measure how much far the model's ability to explain variations in the dependent variable. Coefficient value determinant is between 0 and 1. A small R2 value means the ability of the variables variable independent in explain variation variable dependent very limitedSyafina (2018):

$$K_d = R^2 \times 100\%$$

Information :
Kd = Coefficient of determination
R2 = Coefficient Correlation

The F test or better known as the simultaneous test is a test used for show what all variable independent which entered in model have influence regularly together against variable dependent Syafina (2018):

$$F = \frac{\dfrac{R^2}{k}}{\dfrac{(1-R^2)}{(n-k-1)}}$$

Information :
R 2 = Coefficient determination
k = Number of independent variables
n = Amount member sample

## 3. RESULTS AND DISCUSSION
### Results Study
#### 1. Descriptive Characteristics Respondent
##### a. Descriptive Characteristics Respondent Based on Type Sex

Following This can served about characteristics respondents based on type gender as follows:

**Table 4.1 Characteristics Type Sex**

| Type Sex | | Amount respondents | % |
|---|---|---|---|
| Man | | 23 | 65.71 |
| Woman | | 12 | 34.29 |
| | Amount | 35100.00 | |

source : data processed, 2024

Table 4.1 show amount employee Which Work in company dominant is employee man as much 65.71%, whereas employeeWoman as much 34.29%. From table in on can be delivered that the company's need to employ male employees is a priority main role in carrying out assigned tasks, especially regarding work in the field.

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**b.    Descriptive Characteristics Respondent Based on Age**

The following can be presented regarding the characteristics of respondents based onage as follows:

**Table 4.2 Characteristics Age**

| Age (year) | Amount respondents | % |
|---|---|---|
| 20-30 year | 9 | 25.71 |
| 31-40 year | 16 | 45.71 |
| 41-50 year | 10 | 28.57 |
| Amount | 35 | 100.00 |

source : data processed, 2024

Table 4.2 show that employee Which dominant aged between 31 - 40 year as much 45.71% compared to group age other. Matter This shows that in the company more employees work with maximum work productivity capabilities when carrying out their duties compared to with aged employees other.

**c.    Descriptive Characteristics Respondent Based on Education**

Following This can served about characteristics respondents based on education as follows:

**Table 4.3 Characteristics Education**

| Education | Amount respondents | % |
|---|---|---|
| high school | 8 | 22.86 |
| Diploma | 15 | 42.86 |
| Bachelor | 12 | 34.29 |
| Amount | 35 | 100.00 |

Source : data processed, 2024

Table 4.3. show that employee Which Work in company dominant is education diploma as much 42.86% compared to high school and undergraduate education. This condition is due to the leadership's viewthat with level education diploma Already Enough For do taskyang has set in structure organization company in reach objectivemainly.

**d.    Descriptive Characteristics Respondent Based on Long Work**

Following This can served about characteristics respondents based onlong Work as follows:

**Table 4.4 Characteristics Long Work**

| Long Work (year) | Amount respondents | % |
|---|---|---|
| < 5 year | 9 | 25.71 |
| > 5 - 10 year | 16 | 45.71 |
| > 10 year | 10 | 28.57 |
| Amount | 35 | 100.00 |

Source : data processed, 2023

The table above shows that employees who have years of service Which most long is period Work in on 5 – 10 year as much 45.71%compared to other lengths of work. This condition shows that the employee has feel suitable And set his career in company becauseThe company is able to fulfill what employees need so farobtained from the company well.

## Results Test Assumption Classic
### a. Results Test Normality

Following This can served results testing normality from processing tabulation answer respondents found in table the following:

**Table 4.10 Result Kolmogorov Smirnov Test**

| One Sample Kolmogorov Smirnov Test | | Unstandardized Residual |
|---|---|---|
| N | | 35 |
| Normal Parameters | Mean | .0000000 |
| | Std Deviation | 1.22482611 |
| Most Extreme Differences | Absolute | .082 |
| | Positive | ,082 |
| | Negative | -.081 |
| Kolmogorov Smirnov Z | | .484 |
| Asymp.Sig. (2-tailed) | | .973 |

source: data is processed SPSS, 2024

Table 4.10 above shows the results of the Kolmogorov Smirnov test has a significance value ( Asymp. Sig. 2- tailed ) namely 0.973 so the value significance is $0.973 > 0.05$, it is concluded that the residual value is distributedin a way normal and meet the assumptions of normality

### b. Results Test Multicollinearity

Following This can served results testing multicollinearity fromprocessing tabulate answers there are respondents on table the following:

**Table 4.11Results Test Multicollinearity**

*Coefficients*

| Collinearity Variables | Statistics VIF | |
|---|---|---|
| | Tolerance | |
| Compensation_X1 | ,753 | 1,328 |
| Discipline work_X2 | ,826 | 1,211 |
| Ethics work_X3 | ,716 | 1,397 |

source: data processed SPSS, 2024

Table 4.11 show that For variable compensation, discipline Workand work ethics has a tolerance value $> 0.1$ and a VIF value $< 10$, so can concluded that model regression in on No happen symptom multicollinearity Which It means No There is correlation One The same other between variableindependent

### c. Results Test Heteroscedasticity

Following This can served results testing heteroscedasticity from processing tabulate answers there are respondents on table the following:

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**Tabel 4.12 Result Glejser Test**

Coefficientsa

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -1.394 | 1.464 | | -.952 | .348 |
| | Kompensasi_X1 | .065 | .074 | .173 | .869 | .392 |
| | Disiplin kerja_X2 | .047 | .054 | .165 | .871 | .390 |
| | Etika kerja_X3 | .003 | .061 | .011 | .056 | .953 |

a. Dependent Variable: Abs_res
Sumber: data diolah SPSS, 2024

Table 4.12 shows that for the compensation variable (value sig. 0.392), discipline Work (mark sig. 0.390), ethics Work (mark sig. 0.953)so that variable independent have mark significant > 0.05 ,can concluded model regression No happen symptom heteroscedasticity, It means onstudy There are no variables in this bully

**Regression Linear Multiple**
The following can be presented the results of multiple linear regression testing between compensation, work discipline and work ethics on employee performance as follows can presented on the following table:

**Table 4.13 Results Regression Linear Multiple**

Coefficientsa

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 8.002 | 6.457 | | 3.365 | .000 |
| | Kompensasi_X1 | .612 | .121 | .718 | 5.064 | .000 |
| | Disiplin kerja_X2 | .359 | .088 | .232 | 3.239 | .015 |
| | Etika kerja_X3 | .164 | .098 | .185 | 2.845 | .021 |

a. Dependent Variables: Performance_Y
Source: data processed SPSS, 2024

Table 4.13 above shows the results of multiple linear regression testing with results namely: Y = 8.002 + 0.612 X 1 + 0.359 X 2 + 0.164 X 3 . The following explanation as follows:
  a. The value of a (constant) is 8.002 and is positive, meaning that performance employees will increase by 8,002 assuming the compensation variable, discipline work, and ethics Work has value fixed coefficient (zero).
  b. Compensation with a coefficient value of 0.612 and is positive, meaning If there is an increase of one point, employee performance will increase by 0.612.
  c. Work discipline with a coefficient value of 0.359 and is positive, meaningIf there is an increase of one point, employee performance will increase by 0.359.
  d. Ethics Work with mark coefficient as big as 0.164 And worth positive, It means when happen increase One points so performance employee will increase of 0.164.

**Results Test Hypothesis**
  **a. Results Test Partial (t-test)**
  Following This can served results testing Partial between compensation,work discipline and work ethics on employee performance as can be done served on the following table:

**Table 4.14 Results Test Partial**

*Coefficientsa*

| Model | Standardized Coefficients | t | Sig. |
|---|---|---|---|
| | Beta | | |
| 1 (Constant) | | 3,365 | ,000 |
| Compensation_X1 | ,718 | 5,064 | ,000 |
| Discipline work_X2 | ,232 | 3,239 | ,015 |
| Ethics work_X3 | ,185 | 2,845 | .021 |

a. *Dependent Variables:* Performance_Y

Source: data processed SPSS, 2024

On study This amount sample study n = 35 so that obtained t table = 1.689 at sig 0.05. From table IV.16 above, the following results can be described testing partial as following:

a. Compensation partially has a positive and significant effect on performance employee on BPJS Branch Medan North (mark t count > t table , 5,064 > 1,689 onsig. 0.000 < 0.05), so research hypothesis H 1 accepted.

b. Discipline Work in a way Partial influential positive And significant to performanceemployee on BPJS Branch Medan North (mark t count > t table , 3,236 > 1,689 onsig. 0.015 < 0.05), so research hypothesis H 2 accepted.

c. Work ethics partially has a positive and significant effect on performance employee on BPJS Branch Medan North (mark t count > t table , 2,845 > 1,689 onsig. 0.021 < 0.05), so research hypothesis H 3 accepted.

**b. Results Test Simultaneous (F-Test)**

The following can be presented the results of simultaneous testing between compensation, discipline Work And ethics Work to performance employee like Which can servedon the following table:

**Table 4.15 Results Test Simultaneous**

*ANOVA b*

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| 1 Regression | 57,679 | 2 | 19,226 | 11,685 | ,000 |
| Residual | 51,007 | 31 | 1,645 | | |
| Total | 108,686 | 34 | | | |

a. *Predictors: (Constant ),* compensation_X1, Discipline work_X2, Ethics work_X3

b. *Dependent Variables:* Performance_Y

Source: data is processed SPSS, 2024

On this research amount sample n = 35, where mark df(1) = k – 1 = 3 -1=2 and the value of df (2) = n–k = 35 – 4 = 31 then we get F table = 3.3 at sig.0.05 Meanwhile mark F count = 11,685 on sig.0.000. From table on can concludedthat compensation, discipline Work, And ethics Work in a way together influential significant to performance employee BPJS Branch Medan North ( mark F count >F table ,11,685 > 2.89 on sig. 0.000<0.05), so research hypothesis H 4 accepted .

**c. Results Test Coefficient Determination (R2)**

The following can be presented the results of testing the determination between compensation, discipline Work And ethics Work to performance employee like Which can servedon the following table:

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**Tabel 4.15 Result of coefisient Determinasi (R2)**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | |
|---|---|---|---|---|---|---|
| | | | | | R | F Change |
| 1 | .728a | .531 | .485 | 1.28272 | .53111 | .685 |

a. *Predictors: (Constant ),* compensation_X1, Discipline work_X2, Ethics work_X3

b. *Dependent Variables:* Performance_Y

Source: data processed SPSS, 2024

Table 4.15 show mark coefficient determination as big as R = 0.728It means there is correlation Which strong between compensation, discipline Work And ethics Workwith employee performance at BPJS North Medan Branch. Adjusted R 2 value = 0.485 It means performance employee can explained by compensation, discipline Work And ethics Workamounting to 48.5% and the remaining 51.5% can be explained by other variables that are not researched.

## 4. CONCLUSION

### A. Influence Compensation to Performance Employee BPJS Branch Medan North

Based on the results of statistical tests carried out, it can be submitted that compensation partially has a positive and significant effect on performance employee on BPJS Branch Medan North (mark t count > t table , 5,064 > 1,689on sig. 0,000 < 0.05). Matter This show that compensation is an important part and is the biggest reason for most employees who working at the company. Apart from that, the amount of compensation received by Company employees can provide many benefits and advantages for the interests of employees in meeting their basic living needs employee Which Not yet Marry And for employee Which Already Marry And have dependents family.

### B. Influence Discipline Work to Performance Employee BPJS BranchMedan North

Based on the results of statistical tests carried out, it can be submitted that work discipline partially has a positive and significant effect on performance employee on BPJS Branch Medan North (mark t count > t table , 3,236 > 1,689on sig. 0.015 < 0.05). This shows that there is work discipline for an employee who works in a company is very important so Every employee needs to know and understand the work rules that apply in the company company, start from O'clock enter Work, O'clock Rest, O'clock go home Work And O'clockovertime. Therefore, there is awareness within employees to own Good and high work discipline can make employees self-regulating time Work with the best when do task Which must resolved with appropriate time for progress company. Temporary That, for Employees who are not disciplined will be given strict and fair sanctions for all violation Which happen in accordance with rule happened in company.

### C. Influence Ethics Work to Performance Employee BPJS Branch Medan North

Based on the results of statistical tests carried out, it can be submitted that work ethics partially has a positive and significant effect on performance employee on BPJS Branch Medan North (mark t count > t table , 2,845 > 1,689on sig. 0.021 < 0.05 on sig. 0.015 < 0.05). This shows that All employees within the company need to have work ethics the good one during do task with colleague it works. Beside That, with exists ethics in self employee so matter This can grow attitudepositive in self employee For each other value And honor One The sameother so that created atmosphere hard Which harmonious And conducive during do his task. Matter This aim so

that all employee can Work The sameAnd coordinate with Good And work can resolved with bestgood And give results Work Which optimal for progress company .

**Suggestion**

As for suggestion Which can be conveyed, namely:

a. In the future leader should do evaluation return on policy giving compensation so that can customized with changeenvironment And level economy Which currently happen. Matter This intended so that company can follow And adapt change compensation to employee Which continued needs increase.

b. Leader should can apply discipline Work in a way equally, objectiveAnd fair so that No There is treatment special There is employee certain due to a special or familial relationship. With thereby, giving penalty to violation regulation can give education positive for employee other so that No easy affectedviolate work rules applies to the company.

c. Leader should give socialization And instruction to allIt is important for employees to have and develop good work ethicsCorrect in himself during do task in company. Matter This aimed at ensuring that there are no disputes or misunderstandings between colleagues Work And No arouse conflict in environment Work in company

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