

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

^{1,2,3} Management Study Program, Faculty of Social Sciences, Universitas Pembangunan Panca Budi

Correspondence E-mail: redikapasaribu67@gmail.com

Abstract

This research was conducted at PT. Indah Pontjan with the aim of analyzing the influence of work motivation, compensation and work discipline partially and simultaneously on employee performance. The population is 500 employees who work in the company, the sample is a harvest workforce of 200 people by random sampling using the Slovin formula to obtain a research sample of 67 people. The types of data used are primary and secondary data, data collection techniques using questionnaires, literature studies, surveys and observations. Data analysis techniques are multiple linear regression, classical assumption testing and hypothesis testing. The research results show that: 1) work motivation partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai with (tcount>ttable value, 6.118 > 1.667 at sig. 0.000 <0.05) so that the research hypothesis H1 is accepted. 2) Compensation partially has a positive and significant effect on employee performance with (tcount>ttable value, 2.653 > 1.667 at sig. 0.011 <0.05). 3). Work discipline partially has a positive and significant effect on employee performance with (tcount>ttable value, 2.419 > 1.667 at sig. 0.020 <0.05). It can be concluded that work motivation, compensation and work discipline partially and simultaneously have a positive and significant effect on employee performance. There is a strong correlation between work motivation, compensation and work discipline with employee performance, a percentage of 36.6% and the remaining 63.4% can be explained by other variables not studied such as incentives, promotions and so on.

Keywords: Work Motivation; Compensation; Work Discipline; Performance

1. INTRODUCTION

Human resources are the most important resources to manage and direct the production elements associated with this type of organization, and they also serve as strategic support elements in their operational operations, even taking on a guiding role. Thus, the position of humans as an asset that has mastery and ability (expertise), is something that is very determining apart from the different elements. In this regard, companies must understand how to make their employees' work easier because happiness is the main thing for them in order to produce great, superior workers, with good capacity to improve company performance. Encourage employees to work more effectively and efficiently as possible in the hope of achieving organizational targets.

PT Indah Pontjan is a company operating in the oil palm plantation sector which has been operating for 48 years and has been operating since 1976 and has a land area of 260 hectares in Sei Rampah sub-district, Serdang Bedagai district. PT Indah Pontjan is one of the plantations that supplies palm oil to factories to become raw materials that will be produced into palm oil, namely CPO (Crude Palm Oil). Background: The research was carried out at PT. Indah Pontjan District. Serdang Bedagai because of information obtained from the head foreman that employee responsibilities have not been carried out properly so they often do not comply with existing company regulations. Lack of employee performance is due to low motivation, resulting in a lack of employee enthusiasm or ability in handling the fruit to be harvested. Apart from that, compensation is still low, where compensation is not in accordance with the performance results achieved by employees, making employees lazy in achieving predetermined targets. And another problem is that work discipline is still low, as employees do not obey company regulations, there are still employees who arrive late and go home not according to the established working hours. In order for a company to achieve its goals, it must have a high level of employee performance. High

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

employee performance can bring great benefits to the company. Improving performance can be the basis for employee awareness to be disciplined in working by providing compensation according to the employee's achievement capacity. This statement is supported by (Ardianti, Qomariah and Wibowo 2018) who state that motivation and compensation can improve employee performance which can improve company performance. Providing appropriate compensation will encourage employee work discipline to improve employee performance. This statement is supported by (Parimitah, Khoiriah, and Handaru 2018) stating that employees who receive appropriate compensation will feel satisfied and motivated to complete their work well to improve company performance.

Formulation of the problem

- 1) Does work motivation have a partially positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai?
- 2) Does compensation have a partial positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai?
- 3) Does work discipline have a partially positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai?
- 4) Do work motivation, compensation and work discipline have a partially positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai?

2. LITERATURE REVIEW

Employee performance

According to Kasmir (2017), employee performance is the result of a person's work and work behavior in a period, usually one year. Then performance can be measured in terms of its ability to complete the tasks and responsibilities given. Meanwhile, according to Mangkunegara (2017) performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Factors that influence Performance according to Kasmir (2019)

1. Ability and expertise are the abilities or skills that a person has in carrying out work.
2. Knowledge means knowledge of work. This means that having knowledge about work will make it easier for someone to do their job.
3. Work plan is a work plan that will make it easier for employees to achieve goals.
4. Personality is a person's personality or the character that a person has.
5. Work motivation is an encouragement for employees to do work.
6. Leadership is the attitude of a leader to organize, manage and order his subordinates to carry out the tasks they have been given.
7. Leadership style is the attitude of a leader towards subordinates.
8. Organizational Culture Habits or norms that apply and are owned by employees.
9. Job Satisfaction A person's feeling of being happy or happy before and after work.
10. The work environment is the atmosphere that exists in the work location.
11. Loyalty Employee loyalty to work and loyalty to where they work.
12. Employee Compliance Commitment in implementing company policies and regulations.
13. Work discipline Employees' efforts to carry out their duties seriously.

According to Kasmir (2017), several factors that are influenced by performance both directly and indirectly are as follows:

- (1) Compensation is the remuneration provided by the company to employees, both financial and non-financial. The remuneration provided is in the form of the company's obligations for the hard work given to the company in its work.
- (2) Rank is an award given by the company to employees who have good achievements and will certainly be given career advancement.
- (3) Employee image Image is a view of an employee because he has done something.

Performance indicators according to Kasmir (2018) are as follows:

1. Quality (Quality) Performance measurement can be done by looking at the quality of work produced through a certain process.
2. Quantity (Amount) To see performance, you can also look at the quantity or amount someone produces.
3. Time (Time Period) For certain types of work, a time limit is given for completing the work.
4. Supervisor Almost all types of work require carrying out and requiring supervision of work in progress.
5. Relationships between employees Work assessment is often related to cooperation or harmony between employees and between leaders

Work motivation

According to Kasmir (2019), motivation is an encouragement for someone to do work. If an employee has a strong encouragement from within himself or from outside himself, then the employee will be stimulated or encouraged to carry out a certain activity.

According to Sutrisno (2017) there are two factors that influence work motivation, namely: 1 Internal factors.

- 1) The desire to live is a need for every human being living on this earth.
- 2) The desire to be able to have The desire to be able to own objects can encourage someone to want to do work.
- 3) Desire to gain appreciation. A person wants to work because of the desire to be recognized and respected by others.
- 4) Desire to gain recognition.
- 5) The desire for power The desire for power will encourage a person to work.

2 External factors

- a) Working environment conditions
- b) Adequate compensation
- c) Good supervision
- d) There is a job guarantee
- e) Status and responsibilities
- f) Flexible regulations

Work Motivation Indicators according to Mangkunegara (2017), namely:

- 1) Physiological needs
These are the needs for eating and drinking, physical protection, breathing and sexual protection. In connection with this need, leadership needs to provide decent salaries to employees
- 2) Need for security
The need for protection from threats, dangers and the work environment. In relation to these needs, leaders need to provide health benefits, accident insurance, housing and pension funds.
- 3) Social needs
The need to be accepted in the work unit group, to be affiliated, to interact, and to feel loved and loved.
- 4) Self-esteem needs
The need to be respected, appreciated by others.
- 5) Actuality needs
The need to develop oneself and the potential to express ideas, provide criticism and achieve.

Compensation

According to Kasmir (2019), compensation is remuneration provided by the company to employees, both financial and non-financial. Meanwhile, according to Hasibuan (2020) compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company. Compensation is in the form of money, meaning that compensation is paid in cash to the employee concerned, while compensation is in the form of goods, meaning that compensation is paid in goods.

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

Types of Compensation according to Hasibuan (2020) there are several types of compensation given to employees as a form of reward for their contribution to a company. The following are several types of compensation according to income:

- (1) Financial compensation,
- (2) Non-financial compensation.

Compensation Objectives According to Hasibuan (2020), the objectives of providing compensation include, among other things, a bond of cooperation, job satisfaction, motivation, employee stability and discipline. Here's the explanation:

- 1) Collaborative ties
Providing compensation to employees can create a bond of cooperation between bosses and employees.
- 2) Job satisfaction
With the remuneration provided being large enough, employees will be able to fulfill their physical, social and emotional status needs gain job satisfaction.
- 2) Motivation
By providing large remuneration for the services provided, employees will be very motivated at work.
- 3) Employee stability
By providing compensation with fair and appropriate principles, employee stability will be more guaranteed.
- 4) Discipline
By providing large enough remuneration, employee discipline will improve. Employees will be aware of their responsibilities and comply with applicable regulations.

Compensation Indicators According to Kasmir (2017), there are several indicators for assessing compensation, namely:

- 1) Wages and salaries
Wages are a pay basis often used for production and maintenance workers. Wages are generally related to hourly pay rates and salaries usually apply to annual, monthly or weekly pay rates.
- 2) Incentive
Incentives are additional compensation above or beyond the salary or wages provided by the company.
- 3) Allowance
Benefits are health and life insurance, retirement programs, company-covered vacations, and other benefits related to employment relationships.

Work Discipline

According to Sutrisno (2019:89) work discipline is a person's behavior in accordance with existing regulations, work procedures or discipline is attitudes, behavior and actions that comply with company regulations, both written and unwritten.

Factors that influence work discipline. According to Sutrisno (2019), the factors that influence work discipline are:

- 1) The size of the compensation awarded
The size of compensation can influence the enforcement of work discipline.
- 2) Whether or not there is exemplary leadership in the company
- 3) Whether or not there are definite rules that can be used as a guide.
Discipline building cannot be implemented in a company if there are no definite written rules that can be used as a collective guide.
- 4) Leadership courage in taking action
- 4) Whether or not there is leadership supervision

In every activity carried out by the company there needs to be supervision, which will direct employees so that they can carry out their work correctly and in accordance with what has been determined.

- 5) Whether or not there is attention to employees

Employees are human beings who have different characters from one another.

- 6) Habits are created that support the establishment of discipline

The objectives of Work Discipline according to Sutrisno (2017) are:

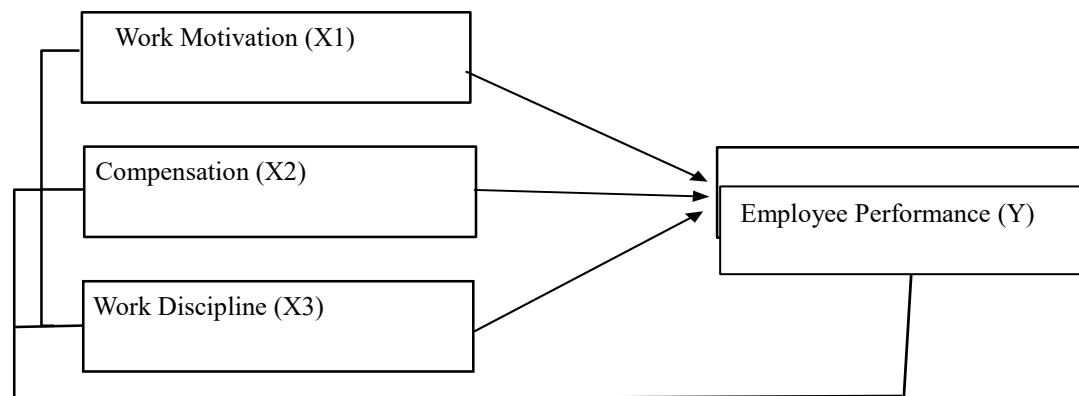
- 1) To maintain efficiency by preventing and correcting individual actions in bad faith towards the group.
- 2) Seeks to protect good behavior by establishing desired responses.
- 3) To support the smooth running of all organizational activities so that they can be achieved optimally.

According to Sutrisno (2019:94), work discipline indicators are as follows:

1. Regulations for entry, departure and rest times.
2. Basic rules regarding dress and behavior at work.
3. Regulations on how to do work and relate to other work units.
4. Regulations about what employees can and cannot do while in the organization and so on.

conceptual framework

The conceptual framework in this research can be described in the form of the following sections:



Source: By the author (2024)

Conceptual Framework Drawing

2. IMPLEMENTATION METHODOLOGY

This research uses a quantitative research method approach. According to Sugiyono (2018) quantitative research methods can be interpreted as research methods that are based on positivist nature, used to research certain populations or samples, collecting data using instruments, quantitative/statistical data analysis, with the aim of testing predetermined hypotheses. This researcher discusses the Influence of Work Motivation, Compensation and Work Discipline on Employee Performance at PT. Indah Potjan District. Serdang Bedagai. This research was conducted at PT. Indah Potjan District. Serdang Bedagai is located at Jl. Kutilang, Bulian, Ba Jenis District, Tebing Tinggi City, North Sumatra. This research was conducted form January to june

According to Sugiyono (2018), population is a generalized area consisting of subjects/objects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study were employees of PT. Indah Potjan District. Serdang Bedage, numbering 500 employees. According to Sugiyono (2019) the sample is part of the number and characteristics of the population. For this reason, the sample that must be taken from the population must be truly representative. The sample that researchers will take in this research is a harvesting workforce of 200 people

In this case, to determine the sample size of a population, one can use the Slovin formula (Sugiyono 2019). This research uses the Slovin formula, because when sampling, the number must be representative so that the research output can be generalized and the calculation does not require

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

a sample number table, but can be done using simple formulas and calculations with a tolerance limit of 10%.

$$n = \frac{N}{1 + Ne^2}$$

(Sugiyono 2019)

Where:

n = Number of samples

N = Number of population

e = Error tolerance limit (0.1)

Based on the formula above, with a tolerance limit of 10%, we can know the size of the sample size used in this research:

$$n = \frac{200}{1 + 200(0,1)^2}$$

$$n = \frac{200}{1 + 2,00} = \frac{200}{3,00} = 66,7 = 67$$

From the results of the calculations above, it can be seen that the number of samples used in this research is 67 people/respondents. The sampling technique used was purposive sampling. According to Sugiyono (2017), purposive sampling is a technique for determining samples with certain considerations.

3. RESULTS AND DISCUSSION

1. Validity Test Results

a. Work Motivation Validity Test Results

The following can be presented with the results of validity testing for employee work motivation variables in the following table:

Table 3.1 Work Motivation Validity Test Results

Variable	Questionnaire Items	<i>Corrected Item-Total Correlation</i>		Conclusion
		r _{count}	r _{table}	
Work motivation	Work motivation_1	,824	,236	Valid
	Work motivation_2	,531	,236	Valid
	Work motivation_3	,460	,236	Valid
	Work motivation_4	302	,236	Valid
	Work motivation_5	,664	,236	Valid
	Work motivation_6	,383	,236	Valid
	Work motivation_7	,468	,236	Valid
	Work motivation_8	,674	,236	Valid
	Work motivation_9	,634	,236	Valid
	Work motivation_10	,496	,236	Valid

source: data processed by SPSS, 2024

Table 3.1 shows that all questionnaire items on the employee work motivation variable have 10 statements of coefficient values r_{count} > r_{table} (0.236), so it can be concluded that the questionnaire items on the work motivation variable can be declared valid so that they meet the

validity assumptions. This means that employees who work in a company need to have strong work motivation in carrying out their duties so that each task can be carried out as well as possible for the company's progress in the future.

b. Compensation Validity Test Results

Below we can present the results of validity testing for the compensation variable in the following table:

Table 3.2 Compensation Validity Test Results

Variable	Questionnaire Items	<i>Corrected Item-Total Correlation</i>		Conclusion
		rcount	rtable	
Compensation	Compensation_1	,369	,236	Valid
	Compensation_2	,404	,236	Valid
	Compensation_3	,337	,236	Valid
	Compensation_4	,303	,236	Valid
	Compensation_5	,490	,236	Valid
	Compensation_6	,300	,236	Valid

source: data processed by SPSS, 2024

Table 3.2 shows that all questionnaire items on the compensation variable have 6 statements of coefficient values $r_{count} > r_{table}$ (0.236), so it can be concluded that the questionnaire items on the compensation variable can be declared valid so that they meet the validity assumptions. This means that employees who work in the company expect appropriate compensation from the company where this compensation can be used to meet their living needs, both personal and family members, for married employees.

c. Work Discipline Validity Test Results

The following can be presented the results of validity testing for the work discipline variable in the following table:

Table 3.3 Work Discipline Validity Test Results

Variable	Questionnaire Items	<i>Corrected Item-Total Correlation</i>		Conclusion
		rcount	rtable	
Work discipline	Work discipline_1	,845	,236	Valid
	Work discipline_2	,294	,236	Valid
	Work discipline_3	,511	,236	Valid
	Work discipline_4	,487	,236	Valid
	Work discipline_5	,420	,236	Valid
	Work discipline_6	,471	,236	Valid
	Work discipline_7	,365	,236	Valid
	Work discipline_8	,766	,236	Valid
	Work discipline_9	,719	,236	Valid
	Work discipline_10	,373	,236	Valid

source: data processed by SPSS, 2024

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

Table 3.3 shows that all questionnaire items on the work discipline variable have 10 statements of coefficient values $r_{count} > r_{table}$ (0.236), so it can be concluded that the questionnaire items on the work discipline variable can be declared valid so that they meet the validity assumptions. This means that employees who work in a company need to have an awareness of good work discipline in carrying out their duties so that with high work discipline employees can carry out their duties well.

d. Performance Validity Test Results

The following can be presented with the results of validity testing for employee performance variables in the following table:

Table 3.4 Performance Validity Test Results

Variable	Questionnaire Items	<i>Corrected Item- Total Correlation</i>		Conclusion
		<i>r_{count}</i>	<i>r_{table}</i>	
Performance	Performance_1	,643	,236	Valid
	Performance_2	,542	,236	Valid
	Performance_3	,612	,236	Valid
	Performance_4	,597	,236	Valid
	Performance_5	,630	,236	Valid
	Performance_6	,561	,236	Valid
	Performance_7	,487	,236	Valid
	Performance_8	,575	,236	Valid
	Performance_9	,533	,236	Valid
	Performance_10	,500	,236	Valid

source: data processed by SPSS, 2023

Table 3.4 shows that all questionnaire items on employee performance variables have 10 statements of coefficient values $r_{count} > r_{table}$ (0.236), so it can be concluded that questionnaire items on performance variables can be declared valid so they meet validity assumptions. This means that employees who work in the company are expected to be able to provide optimal work contributions for the benefit of achieving its main goals so that the company will excel and be able to survive.

2. Reliability Test Results

Below, the results of reliability testing for the variables of work motivation, compensation, work discipline and employee performance can be presented in the following table:

Table 3.5 Reliability Test Results

<i>Reliability statistics</i>			
Variable	<i>Cronbach's Alpha</i>	<i>Standard coefficient value</i>	Conclusion
Work motivation_X1	,889	0.6	Reliable
Compensation_X2	,635	0.6	Reliable
Work discipline_X3	,829	0.6	Reliable
Performance_Y	,857	0.6	Reliable

source: data processed by SPSS, 2024

Table 3.5 shows that the variables work motivation, compensation, work discipline and employee performance have values *Cronbach's Alpha* > 0.6 so it can be concluded that the variables used are reliable. This means that the majority of respondents gave relatively stable and consistent average answers between one questionnaire and another on each research variable.

3. Classic Assumption Test Results

a. Normality Test Results

The following can be presented the results of normality testing from the tabulation processing of respondents' answers in the following table:

Table 3.6 Kolmogorov Smirnov Test Results

<i>One Sample Kolmogorov Smirnov Test</i>		<i>Unstandardized Residual</i>
N		67
<i>Normal Parameters</i>		
	<i>Mean</i>	.0000000
	<i>Std Deviation</i>	3.74387475
<i>Most Extreme Differences</i>		
	<i>Absolute</i>	.071
	<i>Positive</i>	.048
	<i>negative</i>	-.071
<i>Kolmogorov Smirnov Z</i>		.581
<i>Asymp.Sig. (2-tailed)</i>		.889

source: data processed by SPSS, 2024

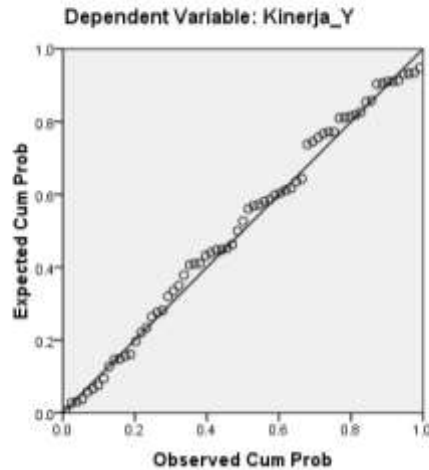
Table 3.6 above shows that the results of the Kolmogorov Smirnov test have a significance value (Asymp. Sig.2-tailed) of 0.889 so that the significance value is $0.889 > 0.05$, so it can be concluded that the residual value is normally distributed and meets the normality assumption. Below we can present the results of normality testing using the graph and histogram methods as follows.

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

1. Graphic Method

Normal P-P Plot of Regression Standardized Residual

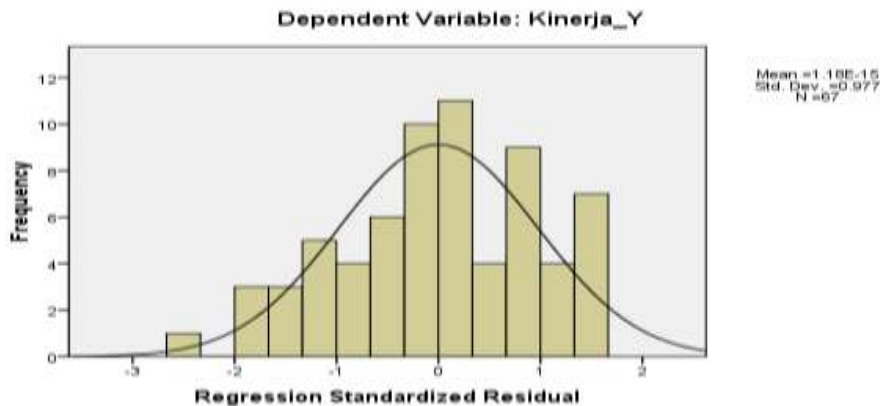


Source: data processed by SPSS, 2024

Figure 3.1. P-Plot Graphic Method Normality Test Results. The image above shows that the points in the regression model are spread evenly and along the diagonal line and are close together, so it can be concluded that the data is normally distributed and meets the normality assumption.

2. Histogram Method

Histogram



Source: data processed by SPSS, 2024

Figure 3.2. Normality Test Results of the Histogram Graph Method. The image above shows that the lines in the regression model form a curved bell line along the Y axis, so it can be concluded that the data is normally distributed and meets the normality assumption.

b. Multicollinearity Test Results

The following can be presented the results of multicollinearity testing from the tabulation processing of respondents' answers in the following table:

Table 3.7 Multicollinearity Test Results

Variable	<i>Coefficients</i>	
	<i>Collinearity Statistics</i>	
	<i>Tolerance</i>	VIF
Work motivation_X1	,884	1,131
Compensation_X2	,641	1,559
Work discipline_X3	,581	1,721

source: data processed by SPSS, 2024

Table 3.7 shows that the work motivation, compensation and work discipline variables have a tolerance value > 0.1 and a VIF value < 10 , so it can be concluded that the regression model above does not have symptoms of multicollinearity, which means there is no correlation between the independent variables.

c. Heteroscedasticity Test Results

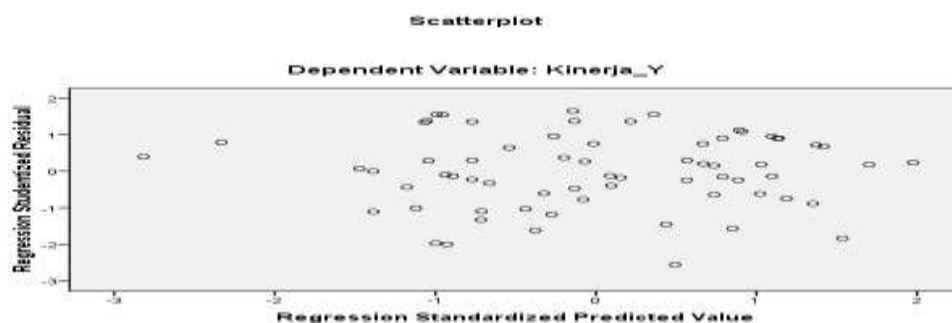
The following can be presented the results of heteroscedasticity testing from the tabulation processing of respondents' answers in the following table:

Table 3.8 Multicollinearity Test Results

Variable	<i>Coefficients</i>	
	<i>Collinearity Statistics</i>	
	<i>Tolerance</i>	VIF
Work motivation_X1	,884	1,131
Compensation_X2	,641	1,559
Work discipline_X3	,581	1,721

source: data processed by SPSS, 2024

Table 3.8 shows that for the variables work motivation (sig. 0479), compensation (sig. value 0.481), and work discipline (sig. value 0.849) so that the independent variable has a significant value > 0.05 , it can be concluded that the regression model does not have symptoms. heteroscedasticity, meaning that in this study there were no confounding variables. The following can be presented the results of heteroscedasticity testing using the scatterplot graphic method from tabulating processing of respondents' answers in the following table.



Source: data processed by SPSS, 2024

Figure 3.3. Scatterplot Method Heteroscedasticity Test Results

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

The image above shows that the points in the regression model above are distributed unevenly so that they do not form clear and irregular waves, so it can be concluded that the data is normally distributed and meets the normality assumption.

3. Multiple Linear Regression

The following can be presented the results of multiple linear regression testing between work motivation, compensation and work discipline on employee performance as can be presented in the following table:

Table 3.10 Multiple Linear Regression Results

<i>Coefficients^a</i>					
Model	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,765	6,020		1,954	,000
Work motivation_X1	,697	,114	,638	6,118	,000
Compensation_X2	,334	,223	,184	2,653	,011
Work discipline_X3	,198	,132	,116	2,419	,020

a. Dependent Variable: Performance_Y

Source: data processed by SPSS, 2024

Table 3.9 above shows the results of multiple linear regression testing with the results:

$$Y = 11.765 + 0.697 X1 + 0.334X2 + 0.198X3.$$

The following is an explanation as follows:

1. The value of a (constant) is 11.765 and is positive, meaning that employee performance will increase by 11.765 with the assumption that the work motivation, compensation and work discipline variables have a fixed coefficient value (zero).
2. Work motivation has a coefficient value of 0.697 and is positive, meaning that if there is an increase of one unit, employee performance will increase by 0.697 (69.7%).
3. Compensation with a coefficient value of 0.334 and is positive, meaning that if there is an increase of one unit, employee performance will increase by 0.334 (33.4%).
4. Work discipline has a coefficient value of 0.198 and is positive, meaning that if there is an increase of one unit, employee performance will increase by 0.198 (19.80%).

4. Hypothesis Test Results

a. Partial Test Results (t-test)

The following can be presented the results of partial testing between work motivation, compensation and work discipline on employee performance as can be presented in the following table:

Table 3.10 Partial Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,765	6,020		1,954	,000
	Work motivation_X1	,697	,114	,638	6,118	,000
	Compensation_X2	,334	,223	,184	2,653	,011
	Work discipline_X3	,198	,132	,116	2,419	,020

a. Dependent Variable: Performance_Y

Source: data processed by SPSS, 2024

In this study, the number of research samples was $n = 67$ so that $t_{table} = 1.667$ at sig 0.05. From table IV.16 above, the partial test results can be described as follows:

- Employee work motivation partially has a positive and significant effect on employee performance in the company ($t_{count} > t_{table}$, $6.118 > 1.667$ at sig. $0.000 < 0.05$), so that the research hypothesis H1 is accepted.
- Compensation partially has a positive and significant effect on employee performance in the company ($t_{count} > t_{table}$, $2.653 > 1.667$ at sig. $0.011 < 0.05$), so that the research hypothesis H2 is accepted.
- Work discipline partially has a positive and significant effect on employee performance in the company ($t_{count} > t_{table}$, $2.419 > 1.667$ at sig. $0.020 < 0.05$), so that the research hypothesis H3 is accepted.

b. Simultaneous Test Results (F-Test)

The following can be presented the results of simultaneous testing between work motivation, compensation and work discipline on employee performance as can be presented in the following table:

Table 3. 11 Simultaneous Test Results

<i>ANOVA^a</i>					
Model	<i>Sum of Squares</i>	df	<i>Mean Square</i>	F	Sig.
1 <i>Regression</i>	603,382	3	201.127	13,697	,000a
<i>Residual</i>	925,095	63	14,684		
Total	1528.478	66			

a. Predictors: (Constant), Work motivation_X1, compensation_X2, Work discipline_X3

In this study, the number of samples is $n = 67$, where the value of $df(1) = k - 1 = 4 - 1 = 3$ and the value of $df(2) = n - k = 67 - 4 = 63$, we obtain $F_{table} = 2.75$ in sig .0.05. Meanwhile, the F_{count} value = 13.697 at sig.0.000. From the table above it can be concluded that work motivation, compensation and work discipline together have a significant effect on employee performance at PT. Indah Pontjan ($F_{count} > F_{table}$, $13.697 > 2.75$ at sig. $0.000 < 0.05$), so the research hypothesis H4 is accepted.

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

c. Coefficient of Determination Test Results (R²)

The following can be presented the results of testing the determination between work motivation, compensation and work discipline on employee performance as can be presented in the following table:

Table 3. 12 Coefficient of Determination Results (R²)

Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R square	F Change
1	.628a	.395	.366	3.83198	.395	13,697

a. Predictors: (Constant), Work motivation_X1, compensation_X2, Work discipline_X3

b. Dependent Variable: Performance_Y

Source: data processed by SPSS, 2024

Table 3.12 shows the coefficient of determination value of $R = 0.628$, meaning that there is a strong correlation between work motivation, compensation and work discipline and employee performance at PT. Beautiful Pontjan. The adjusted R² value = 0.366 means that employee performance can be explained by work motivation, compensation and work discipline of 36.6% and the remaining 63.4% can be explained by other variables not studied such as incentives, promotions, training and so on.

4. DISCUSSION OF RESEARCH RESULTS

1. The Effect of Work Motivation on PT Employee Performance. Indah Pontjan District. Serdang Bedagai

Based on the results of statistical tests carried out, it can be said that employee work motivation partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai (tcount>ttable value, $6.118 > 1.667$ at sig. $0.000 < 0.05$) so that the research hypothesis H1 is accepted. This shows that work motivation is an important part of every employee who works in a company because strong work motivation will give employees enthusiasm to work as well as possible. Apart from that, this work motivation will make employees aware that there are goals they want to achieve, such as family needs and an adequate life, so that employees must focus and concentrate in carrying out their duties as well as possible. Without strong work motivation, employees cannot work with focus so that the work given will not be completed well and on time. For this reason, this motivation can provide a strong encouragement for employees to prioritize their work so that each task given can be completed optimally.

2. The Effect of Compensation on PT Employee Performance. Indah Pontjan District. Serdang Bedagai

Based on the results of statistical tests carried out, it can be said that compensation partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai (tcount>ttable value, $2.653 > 1.667$ at sig. $0.011 < 0.05$). This shows that compensation is one of the main goals why employees want to work and do what the company gives them to do their job. By obtaining appropriate and sufficient compensation, employees will feel happy so that they will be serious and fully concentrated when carrying out their duties to the maximum extent possible. This compensation is a hope for most employees who work in the company because this compensation can be used for many things to fulfill family and personal needs as well as to meet future needs. If employees receive compensation that is small and

inappropriate in the employee's view, this condition makes the employee less enthusiastic about working so that the work results provided by the employee to the company are less than optimal.

3. The Influence of Work Discipline on PT Employee Performance. Indah Pontjan District. Serdang Bedagai

Based on the results of statistical tests carried out, it can be said that work discipline partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai ($t_{count} > t_{table}$ value, $2.419 > 1.667$ at sig. $0.020 < 0.05$). This shows that all employees within the company need to have a high awareness of the importance of having work discipline in carrying out their duties. With this work discipline, employees will comply with applicable work rules starting from work entry hours, rest hours, overtime hours and work leave hours. If this is adhered to properly and consistently, employees will use the available working time to complete their duties as well as possible. On the other hand, if employees do not have work discipline within themselves, it is likely that employees will waste their working time at the company by doing work that is not related to their main responsibilities. If this happens then the main duties and responsibilities will be neglected and this can be detrimental to the company both short and long term and this can hinder the company's progress in being able to survive and develop in the future.

4. Conclusion

The following can be concluded from the research conducted as follows:

1. Work motivation partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai.
2. Compensation partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai.
3. Work discipline partially has a positive and significant effect on employee performance at PT. Indah Pontjan District. Serdang Bedagai.
4. Work motivation, compensation and work discipline simultaneously have a significant influence on employee performance at PT. Indah Pontjan District. Serdang Bedagai.
5. There is a strong correlation between work motivation, compensation and work discipline on employee performance at PT. Indah Pontjan District. Serdang Bedagai. Employee performance can be explained by work motivation, compensation and work discipline amounting to 36.6% and the remaining 63.4% can be explained by other variables not studied such as incentives, promotions, training and so on.

5. Suggestions

The suggestions that can be given are:

1. Management is expected to be able to make improvements if they find employees whose performance has declined over several periods, so that this condition does not interfere with achieving the targets set by the company.
2. Management is expected to provide work motivation and foster enthusiasm in employees so that positive awareness grows for employees to always be motivated in carrying out each task that is their main responsibility.
3. Management is expected to provide compensation if the performance of its employees can meet the targets that have been set.

REFERENCES

- Afriansyah, B., Niarti, U., & Hermelinda, T. (2021). Analisis Implementasi Penyusunan Laporan Keuangan Pada Umkm Berdasarkan Standar Akuntansi Keuangan Entitas Mikro, Kecil Dan Menengah (SAK EMKM). Jurnal Saintifik (Multi Science Journal), 19(1), 25-30.
- Agustini, F. (2019). Strategi manajemen sumber daya manusia.
- Ahmad Badawi Saluy Dan Yuwinta Treshia (2018) Pengaruh Motivasi Kerja, Disiplin Kerja dan Kompensasi Terhadap Kinerja Karyawan (study kasus pada perusahaan PT. IE)

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDAH PONTJAN Kab. SERDANG BEDAGAI (Case Study of Harvesters)

Redika Pasaribu¹⁾, Hidayati Purnama Lubis²⁾, Wilchan Robain³⁾

- Aminah, S. (2023). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Kecamatan Balubur Limbangan Garut (Doctoral dissertation, FKIP UNPAS).
- Andika, R., Widjarnako, B., & Ahmad, R. (2019). Pengaruh motivasi kerja dan persaingan kerja terhadap produktivitas kerja melalui kepuasan kerja sebagai variabel intervening pada pegawai universitas pembangunan panca budi medan. *Jumant*, 11(1), 189-206
- Anwar, Y. (2016). Pengaruh kepemimpinan transformasional, kompetensi, kompensasi dan komitmen terhadap budaya organisasi serta implikasinya pada kinerja dosen. *Kontigensi: Jurnal Ilmiah Manajemen*, 4(2), 104-115.
- Ardian, N. (2019). Pengaruh Insentif Berbasis Kinerja, Motivasi Kerja, Dan Kemampuan Kerja Terhadap Prestasi Kerja Pegawai Unpab. Jepa, 4 (2), 119–132.
- Arfansyah, M. R. (2022). Pengaruh disiplin kerja, motivasi kerja, dan kepuasan kerja terhadap kinerja karyawan (studi kasus pt. Bank dki syariah di Jakarta Selatan) (Doctoral dissertation, Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta).
- Farid Anggara Sanjaya (2020) Pengaruh Motivasi, Disiplin Kerja Dan Kompensasi Terhadap Kinerja Karyawan Pt.BRI Kc Surabaya Jemursari
- Ginting, Y. M., & Baene, A. (2021). Analisis Pengaruh Pelatihan, Lingkungan Kerja, Kompensasi Finansial Dan Kompensasi Non Finansial Terhadap Kepuasan Kerja Pada Pt United Tractors Pekanbaru. *Procuratio: Jurnal Ilmiah Manajemen*, 9(1), 75-87.
- Handayani, K. P. (2023). Pengaruh Kompetensi, Disiplin Kerja, Dan Komunikasi Terhadap Kinerja Karyawan Lpd Desa Adat Batungsel Tabanan (Doctoral dissertation, Universitas Mahasaraswati Denpasar).
- Hasyim, W. (2020). Pengaruh Beban Kerja dan Kompensasi Terhadap Kepuasan Kerja Karyawan PT. Yaskawa Electric Indonesia. *EKOMABIS: Jurnal Ekonomi Manajemen Bisnis*, 1(02), 185-192.
- Koto, A. M. Analisis Disiplin Kerja, Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di Parkson Centre Point Medan (PT. Tozy Sentosa).
- Nuraprilidhia, E. (2018). Pengaruh Pelatihan dan Kompensasi terhadap Produktivitas Kerja pada Karyawan PT Indokonverta Indah, Bogor (Doctoral dissertation, Universitas Negeri Jakarta).
- Nurmawati, I., Dewi, R. F., Anjarwati, S., Aswita, D., Jeramat, E., Prasmala, E. R., ... & Sumiati, E. (2022). Teori dan Aplikasi Biologi Umum. Yayasan Penerbit Muhammad Zaini.
- Rahayu, S. (2018). Pengaruh Motivasi dan Disiplin Terhadap Prestasi Kerja Karyawan di PT. Langkat Nusantara Kepong Kabupaten Langkat. *jumant*, 9(1), 115-135
- Sirait, A. S. (2022). Pengaruh Kompensasi dan Keselamatan dan Kesehatan Kerja (k3) Terhadap Kepuasan Kerja Karyawan Bagian Produksi Pada Pt. Rotte Ragam Rasa Cabang Pekanbaru (Doctoral dissertation, Universitas Islam Negeri Sultan Syarif Kasim Riau).
- Wahyudi, D., Ferine, K. F., & Siyo, K. (2019, August). Pengaruh Kompetensi Kerja Dan Kompensasi Terhadap Kinerja Pegawai Pada Institusi Pendidikan Di Kota Binjai. In *Seminar Nasional Sains dan Teknologi Informasi (SENSASI)* (Vol. 2, No. 1).
- Wijaya, D. W. E., & Fauji, D. A. S. (2021). Determinan Kinerja Karyawan Pada Dinas Pemberdayaan Masyarakat Dan Desa Kabupaten Nganjuk. *Journal of Law, Administration, and Social Science*, 1(2), 84-94.
- Yuli, M. (2022). Pengaruh Kompensasi, Disiplin Kerja, dan Motivasi Terhadap Produktivitas Karyawan Pada Pt. Mars di Kecamatab Bupon (Doctoral dissertation, Universitas Muhammadiyah palopoh)