

THE INFLUENCE OF WORK MOTIVATION, COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE (CASE STUDY AT MATAHARI DEPARTMENT STORE PARAGON SEMARANG)

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Abstract: This research aims to determine the influence of the variables Work Motivation, Compensation and Work Disciplin on Employee Performance at Matahari Departement Store Paragon Semarang. The research is a quantitative study using 105 responden from Matahari Departement Store employees in the sales promotion section. The method used is multiple linear regression SPSS program version 23. Multiple linear regression analysis technique $Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$. The research data variable is Employee Performance (Y) and X is Work Motivation, Compensation and Work Disciplin. The results of the Work Motivation (X1) have positive and significant influence on Employee Performance with t count $< t$ table (4,557 > 1,660), with a significance value of $0.000 < 0.05$. The Compensation variable (X2) shows a positive and significant influence on Employee Performance, because t count $> t$ table (9,336 > 1,660), with a significance value of $0.000 < 0.05$. The Work Disciplin variable (X3) has a positive and significant influence of Employee Performance because t count $> t$ table (2,823 > 1,660), with a significance value of $0.006 < 0.05$. The Simultaneous test (F test) shows that Work Motivation, Compensation and Work Disciplin have a significant effect on Employee Performance because F count $> F$ table (72,401 > 2.699) with a significance of 0.000. Calculation of the value of the Coefficient of Determination (R²) obtained Adjusted R² of 0,673. This means that the percentage of the influence of the variable Work Motivation, Compensation and Work Disciplin on Employee Performance is 67,3 %, while the remaining 32.7% is influenced or explained by other factors.

Keywords: Work Motivation, Compensation, Work Disciplin and Employee Performance.

INTRODUCTION

In this era of technologically advanced globalization, companies must be able to adapt in facing competitors both domestically and abroad. Companies can be successful if there is a good role for human resources in achieving organizational goals. Work motivation is a crucial element in the employee context, every employee needs to have strong motivation to carry out their duties well and direct Mireika's efforts towards achieving organizational goals. Good work motivation will encourage employees to contribute optimally, having an impact on the final performance results. Conversely, low motivation can hinder the achievement of company goals.

An indicator of a successful company is one that can manage and improve the welfare of employees. One of the tools to achieve the company's strategic goals is competition. Compensation itself can be in the form of money or rewards that the company gives to its employees. (Maharani, 2016). Compensation plays a role in encouraging employees to be more persistent and enthusiastic to achieve brilliant achievements. By providing rewards that adhere to fair principles, the company shows appreciation for employees who contribute to the company.

Apart from compensation, another factor that can influence employee performance is work discipline. Like a tree that is firmly rooted, "Work Discipline is a strong foundation for productivity and success in the workplace." is a factor that influences employee behavior in the workplace. This includes the level of compliance with regulations, order, and organizational values. In this context, we will dig deeper into how this variable affects employee.

In reality, there are still some employees who are late coming to work, which means employees need to increase their discipline with a high level of awareness within themselves so that discipline and compliance improve their performance. From several previous studies examining the influence of work motivation, compensation and work discipline on employee performance, there are still significant differences in results. Following are several studies with different results (research gaps) which are the reason for conducting research again.

Tabel 1. Research Gap

	Positive Influence on Performance	Negative Influence on Performance
Work Motivation	Ardhian Sasmita (2017)	Rahmat Hidayat (2021)
Compensation	Novianto (2020)	Mundakir (2018)
Work Discipline	Natalia S (2019)	Mardiyah (2019)

RESEARCH METHODS

The population in this study were all employees of Matahari Department Store Paragon Semarang. Meanwhile, the sample in this research used the Purposive Sampling Technique. The sample used in this research was 105 employees taken from all employees in the sales promotion department. Respondents who were selected according to the research objective criteria were contract employees and permanent employees who had worked for more than 1 year.

Variable in research

In this research the independent variables are Work Motivation (X1), Compensation (X2) and Work Discipline (X3). The dependent variable in this research is Employee Performance (Y).

The types of data used are primary data and secondary data. The primary data in this research are the respondent's age, the respondent's gender, the respondent's education level, the respondent's status, the respondent's length of service for Work Motivation, Compensation and Work Discipline on Employee Performance from interviews or direct observation. Secondary data for this research include employee attendance data at PT. Matahari Department Store Paragon Semarang. Data collection method is by conducting a survey and asking directly using a questionnaire.

Data Analysis Technique

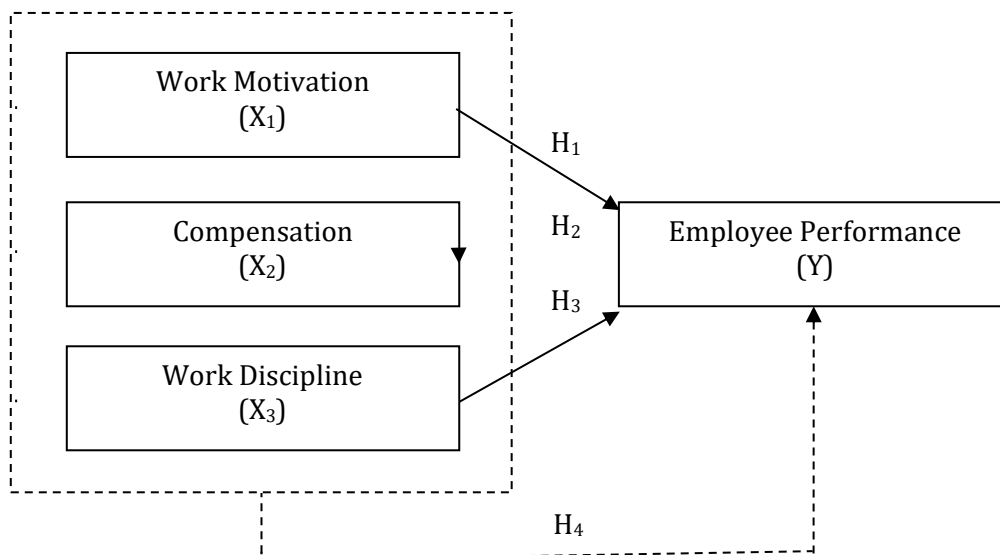
In this research, data analysis was used using *Statistical Product and Service Solution (SPSS) ver 23*.

Tabel 2. Operational Definition and Variable Indicators

Variable	Operational Definition	indicators
(X ₁) Work Motivation	Motivation is a form of enthusiasm within employees or a form of encouragement to work to achieve goals in order to achieve satisfaction productively and efficiently (Bayu Fadillah, et al.,2013).	<ol style="list-style-type: none"> 1. Work performance 2. Opportunity to advance 3. Recognition of performance 4. Responsibility (Bayu Fadillah, et al.,2013).
(X ₂) Compensation	Compensation is overall remuneration from the company to employees in the form of money or other forms, such as financial compensation and non-financial compensation. (Simamora, 2015)	<ol style="list-style-type: none"> 1. Wages or salary 2. Incentive 3. Allowance 4. Facility (Simamora ,2015)
(X ₃) Work Discipline	What is meant by work discipline is the actions or behavior of employees who will comply with the regulations that have been made by the company which are written rules and unwritten rules. (Mangkunegara, 2015)	<ol style="list-style-type: none"> 1. Punctuality for arrival to the company. 2. The time you leave work is in accordance with the exact time you go home from work 3. Comply with all company regulations, both written and unwritten 4. Always wear a uniform in accordance with predetermined regulations or applicable regulations when working (Mangkunegara, 2015)
Y : Employee Performance	What is meant by performance is that an employee has achieved a result both in quantity and quality in carrying out a task or in the form of responsibility, where the quality of the task can be seen from the output or results and process of the employee in carrying out the tasks. given to him. Examples of the quality of the employee's work include: Accuracy in work, cleanliness when carrying out work tasks, speed in carrying out and carrying out work assigned to the employee. (Mangkunegara, 2001)	<ol style="list-style-type: none"> 1. Quality work 2. Work that meets the quantity of work 3. Always carry out tasks well 4. Work is done with a full sense of responsibility. (Mangkunegara, 2013)

Source : data is processed, 2023

Figure: 1 Framework



Hypothesis :

- H₁** : It is suspected that work motivation influences employee performance at Matahari Department Store Paragon Semarang
- H₂** : It is suspected that compensation influences employee performance at Matahari Department Store Paragon Semarang
- H₃** : It is suspected that work discipline influences employee performance at Matahari Department Store Paragon Semarang
- H₄** : It is suspected that simultaneously work motivation, compensation and work discipline influence employee performance at Matahari Department Store Paragon Semarang

RESULT AND DISCUSSION

Classic Assumption Test

The classical assumption test used in this research is useful for testing and determining the feasibility of a regression model which is intended to ensure that the regression model used does not contain multicollinearity and heteroscedasticity and also ensures that the resulting data is normally distributed. Classical assumption testing is carried out so that the estimation model parameter values obtained can be used and declared valid.

Normality Test

The Normality Test in this research aims to test whether in the regression model, the dependent variable (X) and the independent variable (Y) have a normal distribution or not. In order to achieve a good regression model, it must have a normal distribution or can be said to be close to normal. We can see the normality test of this data in the histogram image, the curve shows that the data used in this research does not contain extreme data so the data is normally distributed.

Table 3 Normality Test One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		105
Normal Parameter	Mean	,0000000
	Std. Deviation	,92370122
Most eixtreimeei Diffeireinceis	Absolute	,074
	Positive	,042
	Neigative	-,074
Kolmogorov-Smirnov Z		,074
Asymp. Sig. (2-tailed)		,183

a. Test distribution is Normal.

b. Calculated from data.

Multicollinearity Test

The multicollinearity test aims to test whether in the regression model there is a correlation between the independent variables. A good regression model should not show correlation between independent variables. The multicollinearity test can be seen from the large ViF (Variance inflation Factor) value and tolerance value.

If the tolerance value is ≥ 0.10 or the same as the ViF value ≤ 10 , this means that there is no correlation between the independent variables or there is no multicollinearity between the independent variables (Ghozali, 2011). This can be seen in the table below.

Table 4. Multicollinearity Test Result

Model	Coefficients ^a				Collinearity Statistics		
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	ViF
	B	Std. error	Beta				
1 (Constant)	-,439	1,052		-,417	,677		
Work Motivation (X1)	,341	,075	,300	4,557	,000	,726	1,377
compensation (X2)	,510	,055	,566	9,336	,000	,854	1,171
Work discipline (X3)	,206	,073	,187	2,823	,006	,714	1,401

a. *Dependent Variable:* Employee Performance (Y)

Heteroscedasticity Test

Tabel 5. Heteroscedasticity Test Result

Model	Coefficients ^a				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients	Beta		
	B	Std. error				
1 (Constant)	-,439	1,052		,239	,811	
Work motivation (X1)	,341	,075	,300	1,182	,240	
Compensation (X2)	,510	,055	,566	,002	,998	
Work discipline (X3)	,206	,073	,187	-,332	,740	

a. *Dependent Variable:* Employee Performance

The results of the heteroscedasticity test using the Park test are in table 5. shows that the significance value for the Work Motivation variable (X1) is 0.240, Compensation (X2) is 0.998 and Work Discipline (X3) is 0.740. The results of the SPSS output display provide that the parameter coefficients for the independent (free) variables are not significant, so it can be concluded that The regression model does not contain heteroscedasticity.

Results of Multiple Linear Regression Analysis

Tabel 6. Result of Multiple Linear Regression Analysis

Model	Coefficients ^a				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients	Beta		
	B	Std. error				
1 (Constant)	-,439	1,052		-,417	,677	
Work motivation (X1)	,341	,075	,300	4,557	,000	
Compensation (X2)	,510	,055	,566	9,336	,000	
Work discipline (X3)	,206	,073	,187	2,823	,006	

a. *Dependent Variable:* Y (Employee Performance)

$$Y = - 0.439 + 0,341X_1 + 0,510X_2 + 0,206X_3 + e_i$$

1. The formula shows that if the variables Work Motivation, Compensation and Work Discipline are considered equal to zero (0) then the Employee Performance is - 0.439
2. The value of the coefficient of efficiency X1 (Work Motivation) is 0.341, meaning that every 1% increase in Work Motivation will increase Employee Performance by approximately 0.341 with other variable assumptions remaining constant.
3. The value of Coefficient X2 (Compensation) is approximately 0.510, this means that every 1% increase in Competency will be able to increase Employee Performance by approximately 0.510 with other variable assumptions remaining constant
4. The coefficient value of X3 (Discipline) is approximately 0.206, meaning that every 1% increase in Discipline will increase employee performance by 0.206 with other variable assumptions remaining constant.

Partial Significance Hypothesis Test (t Test)

Based on table 6, it can be seen that the results of the results are partially as follows;

1. Work Motivation with a t level of $4.557 > 1.660$ (t table) with a significant coefficient of $0.000 < 0.05$ then it can be concluded that H1 is accepted, which means that Work Motivation has an impact on Employee Performance
2. Compensation with a significant level of $9.336 > 1.660$ (t table) with a significant level of $0.000 < 0.05$, it can be concluded that H2 is accepted, which means that Compensation is significantly positive and significant towards employee performance.
3. Work Discipline with a t level of $2.823 > 1.660$ (t table) with a significant level of $0.006 < 0.05$ then it can be concluded that H3 is interpreted, meaning that Work Discipline is positively and significantly impacted on Employee Performance.

Simultaneous Test Result (Uji F)

In this analysis, the F table value is $N2 = (n-k)$ where $n=105$ and $k=4$ then $(n-k=101)$ and $N1= 4$ so the F table is known to be 2.699. If the calculated F value $> F$ table (2.699) and $sig < 0.05$, then it shows that together (simultaneously) they have a positive and significant influence. The results of the F test are displayed in the following table.

Tabel 7. Test Result F ANOVA^b

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	190,827	3	63,609	72,401	.000 ^a
	Residual	88,735	101	,879		
	Total	279,562	104			

a. Predictors: (Constant), Motivation (X1), Compensation (X2), Work Discipline (X3)
b. Dependent Variable: Employee Performance (Y)

In the results of the F statistical test in table 7 above, it can be seen that the calculated F is $72.401 >$ from the F table (2.699) with a significance value of $0.000 < 0.05$. It can be concluded that work motivation (X1), compensation (X2) and work discipline (X3) simultaneously have a positive and significant effect on employee performance.

Coefficient of Determination (R²)

The Coefficient of Determination Test or also called the R square test (R²) is used to measure how far the model's ability to explain variations in the dependent variable. The coefficient of determination value is between zero (0) and one (1).The greater R² value the stronger the influence of the independent variable on the dependent (dependent) variable

The coefficient of determination value is between zero (0) and one (1). A small R² value means that the ability of the independent variables to explain variations in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable. The results of the coefficient of determination (R²) in this research can be seen in the following table.

Table 8. Coefficient of Determination Test Result (R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. error of the estimate	
1	.826 ^a	,683	,673	,937	

a. Predictors: (Constant), Motivation (X1), compensation (X2), work discipline (X3)

b. Dependent Variable: performance employe (Y)

Based on table 8, it can be seen that the coefficient of determination (R²) is 0.673, which means that the influence of job motivation variations (X1), compensation (X2) and work discipline (X3) on employee performance (Y) is 67.3%

Discussion :

The influence of work motivation (X1) on employee performance (Y)

The results of this performance show that variations in work motivation have an influence on employee performance. This is proven by the significance level of $0.000 < 0.05$ while for t count $4.557 < 1.660$, it can be concluded that H1 is accepted. This indicates that the motivation carried out by the leadership at Matahari Department Store Paragon Semarang greatly impacts performance, employees are more comfortable in carrying out their work so that they perform optimally in achieving company goals.

Impact of Compensation (X2) on Employee Performance (Y)

The results show that the compensation variable (X2) has an influence on employee performance. This is proven by the significance level of $0.000 < 0.05$ while for t count $9.336 > 1.660$, it can be concluded that H2 is accepted. This means that if the compensation is better, the employee will be more enthusiastic about improving employee performance to achieve work targets.

The influence of work discipline (X3) on employee work performance (Y)

The results of this study show that work discipline variables have an influence on employee performance. This is proven by the significance level of $0.006 < 0.05$ while the t count is $2.823 > 1.660$, so it can be concluded that H3 is accepted. This means that in carrying out work at Matahari Department Store Paragon Semarang, employees have a disciplined attitude towards work, so that it will increase employee performance.

CONCLUSIONS AND SUGGESTIONS

Based on the results of the analysis above, several things can be concluded as follows:

1. Work motivation influences the work performance of Matahari Department Store Paragon Semarang employees. This is proven by the level of significance of $0.000 < 0.05$ while t count is $4.557 < t$ table 1.660 , so it can be concluded that H1 is accepted
2. Compensation has a significant impact on the performance of Matahari Department Store Paragon Semarang employees. This is proven by the significance level of $0.000 < 0.05$ while t count is $9.336 > t$ table 1.660 , so it can be concluded that H2 is accepted
3. Work discipline influences the performance of Matahari Department Store Paragon Semarang employees. This is proven by the level of significance of $0.006 < 0.05$ while t count is $2.823 > t$ table 1.660 , so it can be concluded that H3 is accepted
4. Work motivation, compensation and work discipline simultaneously have a significant effect on employee performance. This can be proven by the calculated F value $72.401 > F$ Table 2.699 with a significance level of $0.000 < 0.05$

Suggestions that can be given in this research are as follows :

1. From the results of research on the Work Motivation variable, companies should pay more attention to what employees need so that they can improve employee performance, with motivation from leaders to employees that can support work such as promotions and incentives.
2. To improve employee performance, employees must have a disciplined attitude at work so that optimal performance can be achieved.
3. For future researchers, it is hoped that there will be more research variables such as Education and Leadership in order to provide more diverse information so that more accurate results will be obtained. It is hoped that the research objects will be expanded not only at Matahari Department Store Paragon Semarang, but Matahari in all branches in Semarang.

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