

THE INFLUENCE OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE (Case Study at TUKU'OKOPI Banjarmasin)

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Abstract	Article Info
<p><i>This research was conducted to examine the influence of compensation and work discipline on employee performance at TUKU'OKOPI Banjarmasin. The population in this study was 31 employees. The research sample used the saturated sample method. This research uses a quantitative approach, data for this research was obtained through questionnaires that were filled in by selected respondents. The data analysis method used is the multiple linear regression analysis method. The research results show that compensation has a significant effect on employee performance. Work discipline has a significant effect on employee performance. Meanwhile, compensation and work discipline variables have a significant effect on employee performance at TUKU'OKOPI Banjarmasin.</i></p>	<p>Filed: 13-12-2024 Accepted: 09-01-2025 Published : 25-01-2025</p>
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INTRODUCTION

Coffee is a drink that is known to have a distinctive taste and aroma. Currently, coffee has become part of today's people's lifestyle in communicating. According to Nugroho (2009:217-218), the majority (95%) of the coffee plantation area is smallholder plantations and the rest is cultivated by large plantations. Coffee is the fourth export commodity, but is still dominated as a primary product. Most coffee varieties in Indonesia are the Robusta type. On the other hand, there is a trend towards increasing demand for high quality coffee with flavors that consumers are interested in.

Drinking coffee has now become part of the lifestyle of today's society, usually coffee is much sought after by adult men. Now coffee is popular with many women. With the style of drinking coffee at meetings, business meetings, reunions, dates while enjoying coffee.

Not only that, a number of coffee drinking places have also been specially designed, so that drinking coffee is now more atmospheric, so in this case the trend of drinking coffee continues to increase. This can be seen in various business fields. Currently, many local Indonesian coffee producers are very competitive in attracting public interest in local Indonesian products.

To face this competition, every organization must have competent human resources to improve quality in the organization to advance its business. Achieving the company's goals does not only depend on complete equipment and facilities and infrastructure, but more on

the human factor in achieving a goal. Every employee who has high and good performance can contribute to achieving the goals and targets set by the company.

Paying attention to the very important strategic role of human resources, companies must utilize their human resources as effectively as possible in order to have good performance. One of them is by improving employee performance through providing appropriate compensation as compensation to employees for the efforts they make for the company, this is because every person who works has the motive to gain profits or benefits at work.

TUKU'oKOPI Banjarmasin has an important role in improving the quality and quality of both its human resources and the output produced. To achieve all this cannot be separated from compensation issues related to improving employee performance, ideally the company must provide adequate compensation to each employee in accordance with the job responsibilities given, then to obtain quality employees the company must also launch an attractive compensation program so that candidates Future employees have qualifications in accordance with what the company requires.

Based on the description above, the author conducted research with the title "The Influence of Compensation and Work Discipline on Employee Performance at TUKU'oKOPI Banjarmasin."

Formulation of the problem

Based on the background stated above, in this research the author formulates the problem as follows:

- 1) Is there a partial effect of compensation on employee performance at TUKU'oKOPI Banjarmasin?
- 2) Is there a partial influence of work discipline on employee performance at TUKU'oKOPI Banjarmasin?
- 3) Is there a simultaneous influence of compensation and work discipline on employee performance at TUKU'oKOPI Banjarmasin?

LITERATURE REVIEW

Compensation

Compensation is something that employees receive in lieu of contributing their services to the company. Providing compensation is one of the implementation of HRM functions which is related to all types of individual rewards in exchange for carrying out organizational tasks (Veitzal and Sagala, 2009: 741). Compensation is everything that employees receive as compensation for their work. The aim of the compensation system is to reward performance, ensure fairness, retain employees, obtain quality employees, control costs, fulfill regulations (Sedarmayanti, 2007:239).

According to Simamora in Dahlia (2022) there are four compensation indicators, namely:

1. Salary is remuneration expressed in the form of money that employees receive as a consequence of their position as an employee. Wage is another word for salary which is often directed at certain employees, usually operational employees.

2. Incentives are a type of compensation outside the salary or wages provided by the organization, which is seen from performance results.
3. Benefits are a type of compensation in non-financial form, such as health and life insurance, company-covered holidays, pension programs, and other benefits related to employment relationships.
4. Facilities, a type of non-financial compensation that can represent a substantial amount of compensation, especially for executives who are paid handsomely by the company.

Work Discipline

Work discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations and applicable social norms. Employee discipline requires communication tools, especially specific warnings for employees who do not want to change their character and behavior. Enforcement of employee discipline is usually carried out by supervisors. Meanwhile, awareness is a person's attitude of voluntarily obeying all regulations and being aware of their duties and responsibilities (Veitzal and Sagala, 2009: 825).

Relevant indicators of work discipline according to (Hasibuan 2012: 194) and (Simamora 2013: 746), namely: Employee attendance on time at work, absenteeism, vigilance and caution at work, maintaining and caring for work equipment, employee understanding of work regulations, Complete work according to work regulations.

Employee performance

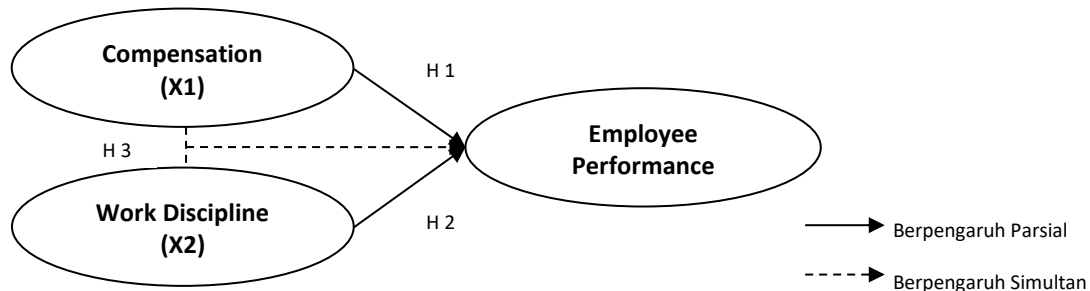
Performance is the result of work achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned, legally without violating the law and in accordance with morals and ethics (Mathis and Jackson, 2009: 113).

According to Robbins (2016:260) performance indicators are a tool for measuring the extent of employee performance achievements. The following are several indicators for measuring employee performance:

- 1) The quality of employee work can be measured from the employee's perception of the quality of the work produced as well as the perfection of tasks regarding the employee's skills and abilities.
- 2) Quantity, is the amount produced expressed in terms of the number of units, the number of activity cycles completed.
- 3) Timeliness is the level of activity completed at the beginning of the stated time, seen from the point of coordination with output results and maximizing the time available for other activities.
- 4) Effectiveness here is the level of use of organizational resources (energy, money, technology and raw materials) that is maximized with the aim of increasing the results of each unit in using resources.
- 5) Independence is the level of a person who will later be able to carry out their work functions without receiving assistance, guidance from or supervisors.

Conceptual Framework

A conceptual framework is presented to provide an overview of the relationship and influence of independent variables (compensation and work discipline) on the dependent variable (employee performance).



Hypothesis

Based on this conceptual framework, this study proposes the following hypothesis:

- 1) Hypothesis 1: It is suspected that partial compensation has a positive effect on employee performance at TUKU'OKOPI Banjarmasin.
- 2) Hypothesis 2: It is suspected that work discipline partially has a positive effect on employee performance at TUKU'OKOPI Banjarmasin.
- 3) Hypothesis 3: it is suspected that compensation and work discipline simultaneously have a positive effect on the performance of TUKU'OKOPI Banjarmasin employees.

RESEARCH METHODOLOGY

This research uses an associative and quantitative approach, this is because each object studied has a connection or relationship with each other. Quantitative research methods can be interpreted as methods that are based on positive philosophy, used to research certain populations or samples, quantitative or statistical data analysis with the aim of testing predetermined hypotheses.

This research was carried out at TUKU'OKOPI which has 6 branches in Banjarmasin City and its surroundings. TUKU'OKOPI is a company operating in the Coffee Shop sector. This research focuses on issues regarding compensation and work discipline on the performance of TUKU'OKOPI employees. The reason for conducting research on this company is because this company has only been established for a few years in Banjarmasin and its surroundings so it is very necessary. Research like this was carried out to determine whether there was an influence of compensation and work discipline on the performance of TUKU'OKOPI employees.

The population in this study was all Tuku o'Kopi Banjarmasin employees, totaling 31 people. Saturated sampling is a sampling technique when all members of the population are sampled. This is done when the population is relatively small, less than 30 (Sugiyono, 2017: 85). Based on the explanation above, the samples in this research will be the entire population taken, namely all 31 Tuku o'Kopi employees. So the sampling technique in this research is called the Survey Technique.

Primary data is a source of data and research obtained directly from original sources (not through intermediary sources), such as interviews and questionnaires. In this research, the primary data source used by 31 employees was taken from interviews and questionnaires at Tuku o'Kopi.

Secondary data is data that is already available and obtained from the Tuku o'Kopi company which is related to this research. For example, data on the number of employees, organizational structure, brief company history, and activities at the Tuku o'Kopi company.

The data collection techniques used in this research are as follows:

1. Library research, namely research carried out by collecting data sourced from various literature related to the problem being discussed, such as research journals.
2. Field research, namely research carried out directly at the company, as follows: observation, interviews, questionnaires, Likert scale

RESULT AND DISCUSSION

Reliability Test

Tabel 1. Reliability Test Results

Variables	Chronbach's Alpha	Reliable standards	Information
Compensation	0.912	0.60	Reliable
Work discipline	0.911	0.60	Reliable
Employee performance	0.931	0.60	Reliable

Source: Processed data (2024)

Based on the results of the reliability test as in the table above, it can be seen that the variables compensation (X1), work discipline (X2), and employee performance (Y) have a Cronbach alpha value > 0.60. Therefore, it can be concluded that all question items are declared reliable. This means that the questionnaire in this study is consistent and can be used as a research measuring tool.

Multicollinearity Test

Table 5. Multicollinearity Test Results

		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-2,200	7.302		-.301	.765		
	Compensation	.265	.111	.314	2.377	.024	.725	1.379
	Work Discipline	.468	.107	.577	4.371	<.001	.725	1.379

a. Dependent Variable: Employee Performance

Source: Processed data (2024)

Based on the table above, the test results show that there are no symptoms of multicollinearity as seen in each VIF value of the compensation and work discipline variables, namely $1.379 < 10$ which means it is smaller than 10, and the Tolerance value is $.725 > 0.1$, so the data is multicollinearity does not occur.

Partial Regression Coefficient Test (T-Test and Significance Test)

T-Test Results (Partial Test)

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)				-			
Compensation	.887	.134	.776	6.616	.000	.725	1.379
Work discipline	.912	.157	.732	5.793	.000	.725	1.379

a. Dependent Variable: Employee Performance

Source: Processed data (2024)

Based on the table above, the results of the t test (partial) show that the significance value of the influence of compensation (X1) on employee performance (Y) is $0.000 < 0.05$ and the calculated t value is $6.616 > t$ table value 2.049, so H01 is rejected. Ha1 is accepted. This means that there is a significant influence of compensation on employee performance.

The results of the t test (partial) show that the significance value of the influence of work discipline (X2) on employee performance (Y) is $0.000 < 0.05$ and the calculated t value is $5.793 > t$ table value 2.049, so H01 is rejected. Ha1 is accepted. This means that there is a significant influence of work discipline on employee performance.

Simultaneous Regression Coefficient Test (ANOVA/F Test and Significance)

F Test Results

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1901,607	2	950,804	41,522	.000 ^b
	Residual	641,167	28	22,899		
	Total	2542,774	30			

Source: Processed data (2024)

Based on table above, it can be seen that the significance value for the influence of compensation (X1) and work discipline (X2) on employee performance (Y) is $0.000 < 0.05$ and calculated f is $41.522 > f$ table value 3.34. This proves that Ho3 is rejected and Ha3 is accepted. This means that there is a significant influence of compensation (X1) and work discipline (X2) on employee performance (Y).

Discussion

The Influence of Compensation on Employee Performance at TUKU'oKopi Banjarmasin

Compensation is related to employee performance because if compensation is met, employees will be enthusiastic and maximal at work so that the performance produced by employees will increase and vice versa, if compensation is not met, employees will be less than optimal at work, causing employee performance to decline.

The results of this research support previous research conducted by Yuli Suwati in 2013 in research entitled *The Effect of Compensation and Work Discipline on Employee Performance at PT. Tunas Hijau Samarinda*, as well as research results from (Angga Pratama, 2020 at PT. Pos Indonesia DC Ciputat), and (Agus Dwi Cahya, Ocsalino Damare, Catur Harjo, 2021 at Warung Padang Upik) where the research results show that the Compensation variable has a significant effect significant impact on employee performance.

The Influence of Work Discipline on Employee Performance at TUKU'oKopi Banjarmasin

Work discipline is a person's willingness and attitude to obey and comply with the regulatory norms that apply around him. Good employee discipline will accelerate company goals, while declining work discipline will become an obstacle and slow down the achievement of company goals.

The results of this research support previous research conducted by Rinoldy Z in 2013 in research entitled *The Influence of Work Discipline and Work Ability on the Performance of Jambi City Agriculture, Livestock, Fisheries and Forestry Service Employees*, as well as research results from (Ali Wairooy, 2017 at PT. Pertamina Region VII Makassar), and (Catherine Purnama and Penyelya Kempa, 2016 at CV. Cahaya Citrasurya Indoprima) where the research results show that work discipline variables have a significant effect on employee performance.

The Influence of Compensation and Work Discipline on Employee Performance at TUKU'oKopi Banjarmasin

The results of this research support the results of research from Yulandri and Onsardi (2020) regarding the influence of compensation and work discipline on employee performance at PT. Sinar Bengkulu Selatan (SBS), as well as research results from (Ali Wairooy, 2017 at PT. Pertamina Region VII Makassar), and (Agus Dwi Cahya, Ocsalino Damare, Catur Harjo, 2021 at Warung Padang Upik) which concludes the results that simultaneously compensation and work discipline has a significant influence on employee performance.

CLOSING

Conclusion

Based on the data obtained in the study on the influence of compensation and work discipline on employee performance at TUKU'oKopi Banjarmasin. Respondents in this study amounted to 31 employees, then analyzed, the conclusions are as follows:

1. There is a positive influence of compensation on the performance of TUKU'oKOPI Banjarmasin employees. If compensation increases, employee performance will increase. However, if work compensation is low, employee performance will be low.

2. There is a positive influence of work discipline on the performance of TUKU'oKOPI Banjarmasin employees. If work discipline increases, employee performance will increase. However, if work discipline is low then employee performance will be low.
3. There is a positive influence of compensation and work discipline on the performance of TUKU'oKOPI Banjarmasin employees. If compensation and work discipline increase, employee performance will increase. However, if compensation and work discipline are low, employee performance will be low.

Suggestion

From the results of this study, several suggestions can be put forward as follows:

1. For companies: it is necessary to pay attention to the compensation given to employees, because providing fair compensation to employees will affect the high or low performance of these employees. By providing appropriate wages, allowances, incentives, bonuses, leave pay, promotions and transfers to employees, employees will feel happy and can improve their performance. Companies must also pay attention to work discipline among employees. By giving sanctions to employees whose work discipline is low, it will have a deterrent effect on employees, because good work discipline can improve performance.
2. For employees: need to improve and pay attention to work discipline. Especially regarding compliance with the use of uniforms. This is because if employees can comply with the use of uniforms following the rules and norms that apply in the company, it will improve employee performance and the company's goals can be achieved well.
3. Others: Companies need to pay more attention to health issues and restrict employees from being absent from work. An evaluation of work discipline issues is also needed so that the level of work indiscipline carried out by employees can be reduced.

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