

THE INFLUENCE OF WORK DISCIPLINE AND COMPENSATION ON EMPLOYEE PERFORMANCE PT. DAEHAN GLOBAL SUKABUMI

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ABSTRACT

This research aims to determine the effect of work discipline and compensation on employee performance at PT. Daehan Global Sukabumi. This research uses a quantitative approach with descriptive analysis. The population includes all 3,547 employees at the company. Using purposive sampling techniques, the sample was selected as 71 employees representing each department. Data was collected through a questionnaire which was measured on a 5 point Likert scale. Multiple linear regression analysis was used to analyze the data. The results of this research show that work discipline and compensation variables have a significant effect on the performance of PT employees. Daehan Global Sukabumi, and work discipline and compensation jointly influence the performance of PT employees. Daehan Global Sukabumi.

Key words: *Discipline, Compensation, Performance*

A. INTRODUCTION

In an effort to achieve its goals, companies heavily rely on the contributions provided by Human Resources (HR) as members of the company. Without the involvement of human elements within it, the company cannot operate effectively (Sanusi, 2020). HR becomes a key element because other resources, such as financial, material, machinery, work methods, time, and other assets, can only add value if humans within the company are considered as agents of development rather than potential destroyers. Employee performance has a significant impact on the success of the company (Suwatno & Priansa, 2011). Therefore, improving employee performance is crucial for the company to achieve its goals and ensure business success. One way to improve employee performance is by implementing good work discipline, which reflects employees' adherence to attendance, regulations, responsibilities, and other rules in the workplace.

Every business organization undoubtedly wants to increase worker productivity, with the hope of achieving company goals. If worker productivity increases, the company will reap many benefits. High-performing workers can complete tasks more quickly, reduce error rates, reduce absenteeism, and decrease employee turnover (Pratama & Iryanti, 2020). In other words, improving personnel performance is crucial for the long-term operational and financial success of the company. Increasing employee productivity can be achieved by

enforcing work discipline and providing adequate compensation. Good work discipline such as punctuality, adherence to rules, and responsibility in completing tasks will positively impact productivity. Meanwhile, fair and adequate compensation and non-compensation rewards will inspire employees to deliver their best performance. Through effective enforcement of work discipline and a well-designed comprehensive compensation system, organizations can significantly enhance employee productivity.

Work discipline refers to an approach characterized by respect, compliance, and adherence to established rules (Karyawan et al., 2018). This is crucial because disciplined employees tend to achieve optimal quality, quantity, and timely completion of tasks, thus enhancing overall performance. Work discipline can be enhanced by implementing a clear system of rewards and punishments. Employees who comply well with work rules need to be rewarded with bonuses or salary increases. Meanwhile, rule violations need to be met with strict sanctions such as warnings or termination of employment. In addition, leaders must also set a good example of work discipline and enforce rules fairly without favoritism. Thus, high work discipline can be created within the company.

As stated by (Saputra, 2021), "compensation stands as a form of recognition given to employees as a substitute for their contribution to the company. Offering adequate compensation has the potential to incentivize superior performance." Providing compensation is one of the responsibilities of HR management regarding employee recognition through awards as a form of appreciation for their contributions to the organization. Determining compensation must adhere to the principles of fairness and appropriateness applicable to all employees. In this context, fairness and appropriateness include compensation that sufficiently meets employees' living needs, the amount of which is determined based on the level of responsibility and associated risks with each position, with the aim of improving performance. High-performing employees who are able to achieve set targets play a crucial role in achieving company goals. Performance is evaluated through comparing actual employee work results against established benchmarks (Df, 2017).

Employee performance reflects optimal performance, which in turn produces the best quality of work (Prawirosentono, 1999). Excellent employee performance enables the company to achieve its set goals. Conversely, achieving company targets becomes difficult or even fails if employee performance is poor, resulting in unsatisfactory outcomes. In other words, a company's achievement of its business goals depends on the outstanding performance of its employees. The correlation between work discipline, compensation, and employee performance is significant in achieving company goals. Optimal work discipline, such as compliance with working hours and responsibilities, supports the creation of high employee performance (Sabarofek & Fachira, 2020). On the other hand, providing fair and proportionate compensation based on employees' responsibilities and contributions can motivate them to maintain work discipline and improve performance.

Based on preliminary observations (pre-research) on work discipline and compensation at PT. Daeihan Global Sukabumi, it is evident that the enforcement

of work discipline has not reached an optimal point. There are still many cases where employees do not adhere to work discipline regulations, especially arriving late after 07:30 and leaving before 16:00. Additionally, there is a lack of responsibility among employees in fulfilling their tasks and obligations. Behaviours like these have the potential to reduce the quality of customer service.

Other findings indicate that compensation at PT. Daeihan Global Sukabumi has not been optimal in improving employee performance. Although financial and non-financial compensation has been provided, there is an imbalance in its distribution, which is considered unfair and disproportionate to employees' contributions. For example, employees in job grade 11, according to company regulations, receive greater compensation than employees in grade 12. However, employees in grade 12 often carry more responsibilities and workload compared to those in grade 11. This creates a perception among employees that compensation distribution is unfair, thus negatively impacting their performance. These findings originated from initial interviews conducted with several employees of the HR and General Directorate of PT. Daeihan Global Sukabumi.

The research results of Sitopu et al (2021) show that work discipline significantly affects employees' performance with sig value < 0.05 ($0.000 < 0.05$) and compensation significantly affects employees and is the dominant variable that affects employees' work performance sig value < 0.05 ($0.000 < 0.05$). Meanwhile, the research results of Tannady et al (2022) show that work discipline does not have a significant effect on employee performance. Apart from that, the research results of Sari et al (2020) show that compensation has no significant effect on employee performance.

Therefore, the researcher is motivated to conduct research at PT. Daeihan Global Sukabumi entitled "The Influence of Work Discipline and Compensation on Employee Performance at PT. Daehan Global Sukabumi" with the aim of "assessing the extent of the influence of work discipline and compensation on employee performance at PT. Daehan Global Sukabumi and examining the potential correlation between work discipline and compensation together on employee performance at PT. Daehan Global Sukabumi."

B. LITERATURE REVIEW

Work Discipline

According to (Nailur Rohmah, 2019), discipline is the earnestness and compliance of an employee in honouring the employment agreement with the company. This is demonstrated through willingness to comply with and perform tasks according to applicable regulations. The importance of work discipline for employees lies in instilling the habit of arriving and leaving on time, working responsibly, and adhering to organizational rules. With maintained discipline, company activities can run smoothly, thus achieving work targets (Saleh & Utomo, 2018). Factors influencing the level of discipline include clear rules, leadership examples, job rewards, and internal supervision. The higher the level of discipline, the better the individual employee's performance.

1. According to (Mangkunegara & Octorend, 2015), "there are 4 indicators to measure work discipline, namely:

2. Punctuality is an indicator of work discipline that shows how much employees adhere to and follow the company's established working hours. Employees with high discipline will arrive and leave on time according to the company's schedule.
3. Compliance with applicable regulations indicates the extent to which employees are willing to adhere to various organizational provisions and policies. Disciplined employees will comply with all organizational regulations such as rules, codes of conduct, standard operating procedures (SOPs), and other job-related or behavioural policies in the company.
4. The use of uniforms and ID cards reflects employees' compliance with dress code regulations in the company. Disciplined employees will wear uniforms or dress according to the company's regulations every working day.
5. Responsibility reflects the earnestness of employees in performing their tasks. Responsible employees will complete all tasks well and on time without needing strict supervision.

Compensation

Compensation refers to all forms of rewards or remuneration received by employees as remuneration for their contributions to the company (Yulandri & Onsardi, 2020). Compensation is divided into direct compensation such as salary, wages, bonuses, and allowances, as well as indirect compensation such as job promotions, work facilities, and others. Providing fair and adequate compensation is crucial to drive motivation and individual employee productivity (Saputra, 2022). When compensation is perceived as fair, employees will be dedicated to giving their best abilities to the company. Conversely, inadequate compensation can decrease employee loyalty and performance. Therefore, every company must formulate an ideal compensation scheme to improve employee performance and retention.

According to (Hasibuan & Malayu S.P, 2016), "there are 5 indicators to measure compensation, namely:

1. Salary is a fixed compensation paid regularly to employees as remuneration for their services to the company. Salaries are given based on job level and length of service regardless of productivity and job performance achievements.
2. Wages are compensation paid based on daily, weekly, or per output (piece-rate) calculations. Wages are given based on the physical work performed by employees and are not fixed every month depending on their work productivity.
3. Incentives are extra compensation beyond salary given to employees with the aim of boosting their spirit, motivation, and work productivity to achieve specific targets. For example, incentives can be given if employees exceed sales targets.
4. Allowances are additional compensation outside of salary and wages given by the company to meet specific employee needs. For example, transportation allowances, meal allowances, health allowances, vacation allowances, and so on.
5. Facilities are compensation in the form of amenities provided by the company

to ensure employees can work comfortably. Examples of work facilities include company vehicles, dormitories, cafeterias, sports facilities, and others.

Employee Performance

Employee performance refers to the concrete achievements or results obtained by employees from the execution of tasks and responsibilities assigned to them (Hanggraeni, 2012). Performance is influenced by many factors such as skills, intrinsic motivation, management support, activity design, leadership style, and other personal factors. The superior individual performance of employees is crucial for the achievement of various organizational targets as a whole (Yulandri & Onsardi, 2020). With maximum employee performance, companies can significantly improve productivity, customer satisfaction, business growth, and profitability. Therefore, the HR department must be able to design systems and work environments conducive to enhancing the motivation and performance of all employees. Performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Ripa'i et al., 2023).

According to (Hanggraeni, 2012), there are 5 indicators to measure Employee Performance, namely:

1. Quality refers to the quality of work results produced by employees in completing their tasks and responsibilities. Employees with high performance can produce high-quality outputs according to organizational standards and customer expectations.
2. Quantity refers to the number of services, products, or outputs produced by employees within a certain period. Productive employees can complete many tasks exceeding the minimum targets set.
3. Timeliness, relates to the ability of employees to complete tasks on time without delay. Disciplined employees can complete their work within the specified deadlines.
4. Effectiveness, relates to how much organizational resources (cost, time, effort) are expended to achieve employee work results. The smaller the resources needed for a specific achievement, the more effective the employee's performance.
5. Independence indicates the extent to which employees can complete their tasks without relying on guidance or direction from others. Independent employees do not need to be closely supervised while working.

C. METHOD

Research Strategy

Research strategy refers to the approach that will be used in conducting the research. This research utilizes surveys to gather quantitative data on work discipline, compensation, and employee performance, as well as in-depth interviews to gain a deeper understanding of the relationships between these variables.

Measurement

This research uses a Likert scale ranging from 1 to 5 to measure participants' perceptions, attitudes, and opinions towards the proposed indicator statements.

The Likert scale was chosen because it is commonly used in social science research surveys to assess the level of agreement with a statement. "Each statement is given a value from 1 to 5, representing: 1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, and 5=Strongly Agree. With this 1-5 scale, the variables of Work Discipline, Compensation, and Employee Performance can be measured to what extent respondents agree or align with the indicator statements representing each variable."

Population & Sample

The population in this research is all employees of PT. Daehan Global Sukabumi, totaling 3,547 individuals. The sample is considered a part of the population, consisting of selected members chosen from a larger population, as explained by Uma Sakaran (2011). This research uses purposive sampling method involving 98 employees of PT. Daehan Global Sukabumi.

Sampling Method

To determine the sample, the Slovin method is used. The Slovin method is used to determine the minimum sample size that can accurately represent the population in a study. The Slovin formula allows researchers to determine the number of respondents that should be taken from the total population. By using the Slovin method, the sample taken can represent the population evenly, thus reducing errors in generalizing research conclusions. The larger the sample size approaches the population, the smaller the error rate. Based on the details, the researcher will select a sample size of 97.25 individuals, which will then be rounded to 98 respondents from the employees of PT. Daehan Global Sukabumi.

Research Object

The research object is the subject or unit of analysis in the research. In this case, the research object is the employees of PT. Daehan Global Sukabumi. The research will focus on how work discipline and compensation affect employee performance in the company.

Data Collection

Data collection refers to the process of obtaining the necessary information for the research. This can be done through surveys, interviews, observations, or through secondary data collection. In this context, data collection may involve administering questionnaires to employees to gather data on work discipline and their perceptions of compensation, as well as performance data from the company's internal records.

Research Instrument

The research instrument is the tool or method used to collect data. In this case, the research instrument may include questionnaires to measure the level of work discipline and employees' perceptions of compensation, as well as methods to measure employee performance such as performance evaluations or Key Performance Indicators (KPIs).

Data Analysis

The researcher uses multiple linear regression analysis to test the data collected in this research. "Multiple linear regressions allow exploration of the cause-and-effect relationship between several independent variables and one dependent variable. Specifically, the researcher wants to know the influence of the

independent variables of work discipline (X1) and compensation (X2) on the dependent variable of employee performance improvement (Y) at PT. Daehan Global Sukabumi. Including both predictors in the regression model allows the researcher to identify the direction (positive or negative) and magnitude of their influence on the outcome variable." As explained by (Ghozali, 2018), "multiple regression is an appropriate technique when trying to understand the relationship between several independent factors and one dependent factor, as is the case in this research."

D. EXPLANATION

Respondent Characteristics

In this study, respondents consisted of staff members of PT Daehan Global, who answered a series of questions in the survey. A total of 98 people participated in completing the survey, selected based on various criteria such as gender, age, and tenure. The table below contains outcome data related to respondents from PT Daehan Global employees.

Table 1. Respondent Characteristics

No	Characteristics	Respondent	Frequency	Percentage (%)
1	Gender	Male	23	23,47%
		Female	75	76,53%
	Total		98	100%
2	Age	17 - 25	82	83,67%
		26 - 40	13	13,27%
		41 - 55	3	3,06%
		Total	98	100%
3	Length of Work	3 - 6 month	31	31,63%
		7 - 1 year	9	9,18%
		1 - 2 year	28	28,57%
		2 - 3 year	11	11,22%
		3 > year	19	19,39%
		Total	98	100,00%

Source: Primary data, processed (2023)

Based on the characteristics of respondents' table above, it can be seen that the majority of respondents in the study are female, young, and have recently started working at PT Daehan Global. This condition actually reflects the majority profile of the company's employees. The presence of 76.53% female respondents likely indicates a higher number of female employees in this company. Meanwhile, the proportion of 83.67% respondents aged 17-25 years and 31.63% who have only been working for 3-6 months indicates that most of PT Daehan Global's employees are millennials who are relatively fresh graduates or fresh workers.

This condition essentially has a positive impact on the company's performance. Millennials and fresh graduates generally have high work enthusiasm and learning motivation. They have the potential to become leading talents who can develop innovation and drive the company's future growth. Moreover, the dominance of female employees can also boost the performance of PT Daehan Global considering their good work ethic, work discipline, and perseverance. By maximizing the potential of the majority of its employees, the productivity and performance of PT Daehan Global can be further improved.

Validity and Reliability Test

Validity Test

Validity test is used to measure the effectiveness of the questionnaire in collecting data. This validation process uses the Pearson bivariate correlation formula facilitated through SPSS 26 software. "The questionnaire component is considered valid if the r-value exceeds the r-table value at a significance level of 5%. Conversely, an item is considered invalid if the r-value is smaller than the r-table value at a significance level of 5%. The summary of the validity test results is presented in the following table.

Table 2. Results of Validity Test for Variables X1, X2, and Y

No Item	$r_{\text{count X1}}$	$r_{\text{count X2}}$	$r_{\text{count Y}}$	$r_{\text{table 5\% (98)}}$	Description
1	0,863	0,823	0,837	0,202	Valid
2	0,847	0,857	0,864	0,202	Valid
3	0,879	0,877	0,753	0,202	Valid
4	0,802	0,882	0,908	0,202	Valid
5	0,841	0,866	0,753	0,202	Valid
6	0,878	0,750	0,808	0,202	Valid
7	0,920	0,825	0,911	0,202	Valid
8	0,898	0,879	0,776	0,202	Valid
9	0,888	0,849	0,832	0,202	Valid
10	0,819	0,763	0,798	0,202	Valid

Source: Data processing using SPSS 26 for Windows, 2023

All r values for variables X1, X2, and Y exceed the r-table value at a significance level of 5%, as indicated by the results of the Validity Test calculation mentioned earlier. Thus, it can be concluded that each item in the research questionnaire is considered valid and suitable for use as a research tool.

Reliability Test

The purpose of reliability evaluation is to confirm the validity of the research questionnaire used to collect data on research variables. Significance tests are conducted at a level of $\alpha = 0.05$, while reliability tests use the alpha formula. If the alpha value and the r-table exceed 0.70, then the instrument is considered reliable (Yusup, 2018). In an investigation involving a total of 98 respondents, the r-table value obtained is 0.202 at a significance level of 5%.

Table 3. Results of Reliability Test

Variable	Comparison Cronbach's Alpha			Description
	r_{count}	$r_{table\ 5\% (99)}$	$\alpha=60\%$	
Work Discipline (X_1)	0,962	0,202	0,70	Reliable
Compensation (X_2)	0,952	0,202	0,70	Reliable
Employee Performance (Y)	0,948	0,202	0,0	Reliable

Source: Data processing using SPSS 26 for Windows, 2023

Based on the results of the reliability test, it is shown that Variable X_1 has an r-value of 0.962, Variable X_2 has a value of 0.952, and Variable Y has a value of 0.948. The corresponding r-table value, with a confidence level of 95% and a sample size of $n = 98$, is 0.202. According to the reliability test criteria, all questionnaire data items related to Variables X_1 , X_2 , and Y are considered reliable if r-value $>$ r-table, namely for X_1 ($0.962 > 0.202$), X_2 ($0.952 > 0.202$), and Y ($0.948 > 0.202$). Meeting strict standards, the reliability coefficients for Variables X_1 , X_2 , and Y (work discipline) all exceed 0.90, indicating a high level of dependence on the questionnaire variables (Sanaky, 2021).

Classical Assumptions Test

The classic assumption test is conducted to ensure the presence or absence of normality residuals, multicollinearity, and heteroscedasticity in the regression model.

Normality Test (Kolmogorov Smirnov)

Table 4. Kolmogorov Smirnov Residual Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		98
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.24962396
Most Extreme Differences	Absolute	.079
	Positive	.060
	Negative	-.079
Test Statistic		.079
Asymp. Sig. (2-tailed)		.142 ^c

Source: Data processing using SPSS 26 for Windows, 2024

Based on the Kolmogorov-Smirnov analysis results, the significance value produced from the test is 0.142, exceeding the threshold set at 0.05. Considering that the p-value is greater than 0.05, this indicates that the residuals conform to a normal distribution, fulfilling the assumption of normality. Essentially, the regression model successfully meets the normality assumption for residuals. A normal distribution of residuals indicates a model that is suitable for the entire dataset.

Multicollinearity Test

Table 5. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
Work Discipline (X ₁)	0,323	3,094
Compensation (X ₂)	0,323	3,094

Source: SPSS 26 for Windows, 2023

The results reported earlier indicate that the regression model appears to be free from multicollinearity. This conclusion is drawn from the VIF values which are all below 10, and the tolerance values of each variable all exceed 0.1. Certainly, both the Tolerance and VIF values meet the criteria indicating the absence of multicollinearity in the regression model.

Heteroscedasticity Test (Glejser)

If the two-sided significance (Sig.) is greater than 0.05, it can be concluded that there is no indication of heteroscedasticity. Conversely, if the Sig. value is less than 0.05, the conclusion is that there are signs of heteroscedasticity.

Table 6. Spearman Rho Test Results

Spearman rho	Variabel	Sig. (2-tailed)
	Work Discipline (X ₁)	0,789
	Compensation (X ₂)	0,561

Source: SPSS 26 for Windows, 2023

Based on the results of the heteroscedasticity test using Spearman's rho as previously explained, the significance value (Sig) on the work discipline variable (X1) and the compensation variable (X2) is 0.789 and 0.561, respectively. Both values exceed the 0.05 threshold. Therefore, it is concluded that there is no evidence of heteroscedasticity because the significance value obtained exceeds 0.05 at the 95% statistical confidence level.

Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Analysis

Model	Coefficients ^a		Standardized Coefficients	t	Sig.
	Unstandardized Coefficients	Std. Error			
	B		Beta		
1 (Constant)	2.833	1.761		1.609	.111
Work Discipline	.173	.069	.187	2.490	.015
Compensation	.745	.074	.750	9.997	.000

a. Dependent Variable: Employee Performance

Source: SPSS 26 for Windows, 2023

Analysis of the results of multiple regression equations in the available tables can be explained as follows: $Y = 2.833 + 0.173 X_1 + 0.745 X_2$. This means that when the value of work discipline and compensation are both worth 0, the positive baseline of employee performance is 2,833. The positive regression coefficient of the work discipline variable of 0.173 (X_1) on employee performance (Y) shows that an increase in work discipline equals an increase in employee performance. Improved work discipline contributes to a conducive and productive work environment, which in turn has a positive impact on employee performance. Implementation and compliance with work rules by all employees play an important role in achieving company targets.

The regression coefficient of the compensation variable of 0.745 (X_2) on employee performance (Y) shows a positive influence. In other words, an increase in compensation is related to an increase in employee performance. Increased compensation has the potential to improve the performance of PT Daehan Global employees by becoming a motivating factor to improve performance. Providing compensation that is fair and in accordance with the workload of each employee will foster a sense of recognition, motivating them to contribute as much as possible to the company.

T test

The results of hypothesis testing using statistical tests (t-test) are presented below.

Table 8. Partial Significance Test Results (t-test)

Independent Variable	t.count	>or<	t.table	Significance	Description
Work Discipline (X_1)	2,490	>	1,985	0,015	Influential & Significant
Compensation (X_2)	9,997	>	1,985	0,000	Influential & Significant

Source: SPSS 26 for Windows, 2023

Employee performance and work discipline show a significant and positive correlation, as shown by the statistics in the table above. "The t-value of work discipline of 2.490 exceeds the t-table value of 1.985 as presented in the table. Furthermore, the significance value of 0.015 is below 0.05. Therefore, it can be concluded that work discipline has a positive and important impact on employee performance, in line with the alternative hypothesis (H_a) compared to the null hypothesis (H_0), although at a lower level.

Based on the data in the table, the calculated compensation value of 9.997 exceeds the ttable value of 1.985 with a significance value of 0.000 which is less than 0.05. "As a result, the null hypothesis (H_0) is rejected in favor of the alternative hypothesis (H_a). This confirms that compensation has a positive and substantial impact partially on employee performance."

F test

The results of hypothesis testing using the F statistical test (F-test) are presented in the following table.

Table 9. Simultaneous Significance Test Results (F-test)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	4529.712	2	2264.856	227.568	.000 ^b
Residual	945.482	95	9.952		
Total	5475.194	97			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Compensation, Work Discipline

Source: SPSS 26 for Windows, 2023

Based on the ANOVA test results in the table above, "it can be seen that at a significance level of 0.05 with a significance value of 0.000, the Fcount of 227.568 exceeds the Ftable value of 3.091. Given that the significance level of 0.000 is less than 0.05, it can be concluded that employee performance (Y) can be predicted through the regression model." In other words, variable Y is significantly influenced by the combination of work discipline (X1) and compensation (X2) factors. Therefore, the decision was made to accept Ha and reject H0.

Test Coefficient of Determination (R Square)

Table 10. Test Results of the Coefficient of Determination

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.910 ^a	.827	.824	3.15475	

a. Predictors: (Constant), Compensation, Work Discipline

Source: Data processing using SPSS 26 for Windows, 2023

Based on the findings presented, an R Square value of 0.827 was obtained. This means that the collective influence of the factors of work discipline (X1) and compensation (X2) contributes 82.7% to the variability of employee performance (Y), while the remaining 17.3% is caused by variables not examined in this study.

Discussion

The Influence of Work Discipline on Employee Performance at PT Daehan Global

The results obtained from this research indicate a significant influence of work discipline on employee performance. This demonstrates a significant impact of work discipline on employee performance at PT Daehan Global. Work discipline reflects the attitudes and behaviours of PT Daehan Global employees, which include compliance with all company regulations and dedicated involvement in their responsibilities. This commitment drives increased concentration among employees, enabling them to dedicate more focus to completing each assigned work program. The positive correlation between the increased level of work discipline among employees and the overall performance improvement of PT Daehan Global employees is evident.

The findings of this research are consistent with previous studies conducted by (Yulandri & Onsardi, 2020) "which validate the positive and significant influence of work discipline on employee performance. This correlation is reinforced by research conducted by (Nailur Rohmah, 2019) which also confirms that work discipline has a significant and positive influence on employee performance."

The Influence of Compensation on Employee Performance at PT Daehan Global

The results of this study reveal a direct relationship between compensation and employee performance, proving that compensation has a significant influence on employee performance at PT Daehan Global. Recognizing that the primary motivation of employees in working is to improve their quality of life through compensation, it is important for PT Daehan Global to provide appropriate and anticipated compensation. Therefore, the company consistently emphasizes the effectiveness of implementing all work programs, anticipating an increase in employee performance. There is a positive correlation indicating that an increase in the level of compensation is related to an increase in employee performance at PT Daehan Global.

These research findings reinforce previous studies (Wijaya & Laily, 2021), "which found a significant influence of remuneration on employee performance. Additional research (Sari et al., 2020) revealed a positive and significant influence of salary on employee performance, further strengthening this correlation. Based on the study by (Saputra, 2022), employee performance is positively and significantly influenced by salary."

The Influence of Work Discipline and Compensation on Employee Performance at PT Daehan Global

Based on the simultaneous test results, an F-value of $227.568 > F\text{-table } 3.091$ and a significance value of $0.000 < 0.05$ were obtained, indicating that Work Discipline and Compensation together influence Employee Performance at PT Daehan Global. Work Discipline and Compensation are two human resource factors that significantly affect the performance of employees in a company. Good work discipline such as punctuality, compliance with rules, uniform usage, and high responsibility will shape positive work behaviour and work ethics, thus increasing employee productivity. Meanwhile, adequate and competitive compensation will also motivate employees to provide their best performance, work hard, and remain loyal to the company.

These research findings are supported by previous studies conducted by (Yulandri & Onsardi, 2020) and (Wijaya & Laily, 2021) which showed that Work Discipline and Compensation simultaneously have a positive influence on Employee Performance. When employees have good discipline supported by adequate compensation from the company, it will drive individual employee performance to become more optimal. In other words, Work Discipline and Compensation must be managed synergistically to significantly improve employee performance achievements, which ultimately have a positive impact on overall organizational performance. These two factors complement each other in order to enhance the performance of human resources in a company.

E. CONCLUSION

Based on the results of the data analysis in the previous discussion, several conclusions can be drawn as follows:

1. Based on the results of data analysis and previous discussions, it is known that work discipline individually contributes positively and significantly to improving the performance of PT Daehan Global employees. The higher the level of rule application and orderliness in the workplace, the higher the work productivity and target achievement by employees. This is because a disciplined and organized work environment allows employees to concentrate more on performing their tasks and responsibilities. Furthermore, employees' work behaviour becomes more positive as strict work discipline is implemented in the company.
2. Based on the results of data analysis and previous discussions, it is known that providing adequate and appropriate compensation plays an important role in improving the performance of PT Daehan Global employees. The compensation received directly affects employees' work motivation and encourages them to contribute more optimally to the company's progress. High and timely compensation will provide a sense of appreciation and satisfaction for employees. They feel recognized and valued for their hard work by the company.
3. Simultaneously, the implementation of good work discipline and the provision of ideal compensation have been proven to significantly improve the performance of PT Daehan Global employees. These two factors complement each other and play a significant role in creating a conducive work environment for employees to optimize their productivity. With clear rules and consequences, employees become more organized and focused on their work. These two factors work synergistically to increase employees' dedication and loyalty to PT Daehan Global. The F-value of 227.568 is greater than the F-table value of 3.091, and the significance value of 0.000 is less than 0.05. This indicates that the regression model is suitable for predicting employee performance.
4. Based on the findings of this study, it is known that the majority of the improvement in the performance of PT Daehan Global employees is influenced by factors such as work discipline and the provision of ideal compensation. These two factors contribute quite dominantly, around 82.7%, to the improvement in individual and collective productivity and employee performance. The remaining approximately 17.3% is influenced by various other factors such as achievement motivation, workload, organizational climate, training and development, interpersonal relationships, and so on.

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