

The Influence Of Work Discipline And Compensation On Employee Performance At The Office Of The Ministry Of Religion Of West Java Province

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Abstract

Based on internal data at the West Java Ministry of Religious Affairs, there are problems related to employee performance because it has decreased every year. The decline in employee performance requires serious attention so that it can still achieve maximum targets. Work discipline and compensation are factors that can affect employee performance. This study aims to examine the influence given by work discipline and compensation on employee performance at the Regional Office of the Ministry of Religion of West Java Province. The approach method used is descriptive analysis and quantitatively through a questionnaire involving 126 employees who work at the Regional Office of the Ministry of Religion of West Java Province. The results of the analysis using SPSS v23 software show that there is a positive and significant influence given by work discipline on employee performance, compensation on employee performance and work discipline and compensation together have a significant effect on employee performance. The suggestions given include increasing awareness of employee attendance and return, and agencies need to fight for basic salaries in order to meet the basic needs of employees with the aim of improving performance and minimizing the decline in employee performance.

Keywords: Work discipline, Compensation, Employee Performance



INTRODUCTION

Human Resource Management is an aspect that is very influential in an agency or company. Planning, execution, and supervision of the acquisition, growth, and compensation, maintenance, integration, and separation of the workforce in order to achieve the goals of an agency. The most important role that humans have in an organization can be measured by the level of employee performance. According to (Putri et al., 2020) performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period. (Fachrurazi et al., 2021) explain that if the performance of employees in a company or organization can be identified accurately, then performance appraisal can act as an effective tool for identifying and diagnosing problems that may exist in the structure and operation of a company or organization. Based on the annual performance report of the Ministry of Religion of West Java Province in 2019-2022, there was a significant decrease in the average performance of performance achievements. Optimal employee performance is closely related to good work discipline and compensation as well. As a result of high work discipline, it will make it easier for the organization to achieve its goals.

Work discipline is one of the ways a company keeps employees carrying out their duties and responsibilities. One aspect of this control is the supervision applied by the company to employees (Sitopu et al., 2021). Strong discipline reflects a high level of individual responsibility for the work assigned to them. It can drive motivation, morale and contribute to the success of the company, employees and society. However, it is difficult to achieve improvements in good discipline due to the many factors that influence it (Muslimat & Wahid, 2021). The factors that influence work discipline are being on time and organized, dressing neatly, using office supplies and work equipment, being obedient and responsible (Nawa & Kempa, 2017).

In addition to work discipline, fair and equitable compensation makes an important factor in influencing employee performance because companies hope that the greater the compensation given, the greater the employee performance given. (Noviyanti et al., 2023) state that determining an effective compensation allocation is the main key. By allocating larger funds for compensation programs, companies can more smoothly meet the needs of their employees. So, employee performance is required to be greater than the compensation paid by the company, so that the company makes a profit (Hartati, 2020). Compensation can improve employee performance, drive, loyalty, and satisfaction in carrying out their duties. If compensation is well adjusted, in line with responsibilities and rights, employees will feel motivated to achieve organizational goals (Maizar et al., 2023).

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They will use their knowledge, skills, efforts, time, and commitment in the hope of getting commensurate rewards for the performance and productivity they produce (Rinny et al., 2020). Based on interviews conducted on November 7, 2023, it was conveyed that employees of the Ministry of Religious Affairs of West Java Province also felt that the compensation reduction system implemented by the government was not always fair.

Based on the results of interviews and reviewed from the data of the annual performance report of the Office of the Ministry of Religion of West Java Province that there is a decrease in employee performance. Therefore, researchers want to further analyze whether work discipline and compensation have an influence on the performance of employees of the West Java Provincial Ministry of Religion Office. Therefore, the researcher raised the title "The Influence of Work Discipline and Compensation on Employee Performance at the Office of the Ministry of Religion of West Java Province" to be used as research.

LITERATURE REVIEW

Human Resource Management

(Saefullah et al., 2022) Human Resource Management or HRM, is also known as a model that can develop human resources with the proposal of being able to carry out the planning of human resource management, implement it and manage the career development of employees. HRM also involves steps to improve organizational development within the agency. The ultimate focus of HRM is to increase the productivity of the organization by increasing employee efficiency, while also improving the quality of the employee work environment, and considering employees as valuable assets to the organization.

Work Discipline

Work discipline merupakan sulatul kelsadaran dan kelpatulhan selorang pelgawai ulntulk melngikulti selmula relgullasi dan norma sosial yang belrlakul. Because of that, work discipline is one of the means that is usually used by a leader towards employees to carry out communication so that they can fulfill the atulans set by the organization the whole organization and consciously change their actions. If there is no discipline in the work of one employee, it will be difficult for the organization to realize its corporate vision. So, work discipline is the key to the success of any organization in achieving its business goals (Sinambela, 2016). As stated by (Azzahra et al., n.d.) in his research which explains that discipline is defined when employees always come and go home on time, do all the

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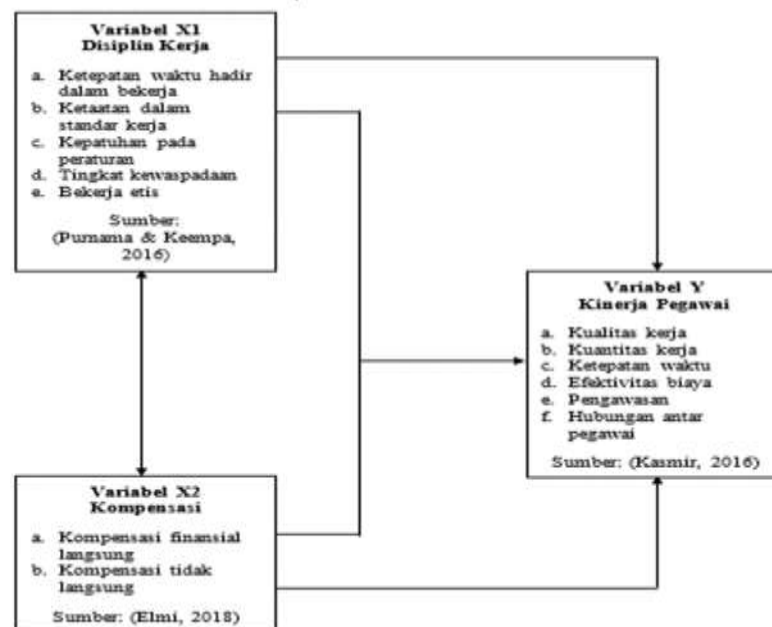


work properly, and comply with company regulations and applicable social norms. That way, good discipline reflects a person's sense of responsibility for the tasks assigned to him. This is able to encourage work passion, work enthusiasm, and the realization of company, employee, and community goals (Adriansyah & Wulansari, 2019).

Compensation

Compensation refers to all types of benefits received by an employee in an organization including physical and non-physical benefits. This includes all types of rewards, either in the form of currency or goods, that employees receive as a result of their services or the results of their work, either in a direct or indirect way (T. Harahap et al., 2021). Compensation is a component that can be received by employees as a substitute for services that have been paid to the organization (Muryani et al., 2022). Thus, companies or agencies must pay more attention and give appreciation to their employees, so that this can trigger the efforts of all employees to be able to work harder in order to show their best performance (Rachmadan & Dudija, 2020).

Framework of Thought & Research Hypothesis



Hypothesis

- H1 :Work discipline has a positive and significant impact on employee performance at the West Java Provincial Religious Affairs Office.
- H2 :Compensation has a positive and significant impact on the performance of employees at the West Java Provincial Office of the Ministry of Religious Affairs
- H3: Work discipline and compensation have a positive and significant impact on employee performance at the West Java Provincial Religious Affairs Office.

RESEARCH METHODS

This study uses descriptive analysis to describe the conditions of work discipline, compensation and employee performance using quantitative methods using a cross-sectional survey of employees of the West Java Provision of the Ministry of Religious Affairs. Cross-sectional survey is a primary data collection method using a questionnaire (Winarno et al., 2021). The population in this study were permanent employees of the Regional Office of the Ministry of Religion of West Java Province, totaling 165 people. In this research, the researcher used probability sampling with a simple random sampling technique using the Slovin formula to produce a minimum research sample of 117 people. According to (Sulgiyono, 2022), simple random sampling is a technique that is said to be simple because the collection of sample members from the population is carried out randomly without paying attention to the classification of the population. In this research, the primary data that the researcher used was the results of an interview with one of the heads of the Hulmas section. In addition to the results of the interview, the primelr data in this study were also obtained from the questionnaire distributed to the employees of the West Java Provincial Religious Affairs Office.Secondary data in this study were obtained through the annual performance report owned by the West Java Ministry of Religious Affairs. The data from the distribution of the questionnaire was processed using SPSS v23 by conducting a validity test. Secondary data in this study were obtained through annual performance reports owned by the Ministry of Religious Affairs of West Java. The data from the distribution of the questionnaire was processed using SPSS v23 by conducting validity tests, reliability tests, classical assumption tests and hypothesis testing.



RESULTS AND DISCUSSION

This study uses descriptive analysis and multiple linear regression analysis to prove the research objectives. The respondents involved were 126 people with the following characteristics of the respondents:

Table 1. Respondent Characteristics

Kategori	Karakteristik	Frekuensi	Persentase (%)
Usia	21 – 30 tahun	10 responden	7,9
	31 – 40 tahun	36 responden	28,6
	41 – 50 tahun	56 responden	44,4
	> 50 tahun	24 responden	19
Jenis Kelamin	Pria	90 responden	71,4
	Wanita	36 responden	28,6
Lama Bekerja	1 -2 tahun	31 responden	24,6
	3 – 5 tahun	20 responden	15,9
	5 – 10 tahun	32 responden	25,4
	> 10 tahun	43 responden	34,1
Pendidikan terakhir	SMA/Sederajat	9 responden	7,1
	Diploma I/II/III/IV	1 responden	0,8
	S1	100 responden	79,4
	S2	15 responden	11,9
	S3	1 responden	0,8

Source: Author's processed data, 2024

The results of the descriptive analysis revealed that the respondents' overall response to Work Discipline was included in the very good category with a percentage of 92.6%. Then, the overall response of respondents to Compensation was included in a very high category with a percentage of 88%. Furthermore, the overall response of respondents to Employee Performance was included in the very good category with a percentage of 91%. Multiple linear regression analysis techniques are used to test the validity and reliability of variables, test classical assumptions and prove hypotheses through the T test and F test. The results of data analysis in this study are as follows:



Table 2. Test T**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12.535	3.632		3.451	.001		
	Disiplin_Kerja	.692	.123	.429	5.641	.000	.626	1.597
	Kompensasi	.413	.079	.400	5.255	.000	.626	1.597

a. Dependent Variable: Kinerja_Pegawai

*Source: Author's processed data, 2024***Table 3. Test F****ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2025.653	2	1012.826	76.425	.000 ^b
	Residual	1630.062	123	13.253		
	Total	3655.714	125			

a. Dependent Variable: Kinerja_Pegawai

b. Predictors: (Constant), Kompensasi, Disiplin_Kerja

*Source: Author's processed data, 2024***CONCLUSIONS AND SUGGESTIONS**

The results of the descriptive analysis reveal that all respondents' responses to Work Discipline are in the very good category with a percentage of 92.6%. Then, the overall response of respondents to Compensation was included in the very high category with a percentage of 88%. Furthermore, the overall response of respondents to Employee Performance was included in the very good category with a percentage of 91%. Through multiple linear regression analysis testing using SPSS, it was found that the hypothesis in this study was accepted, which means that there is an effect of Work Discipline and Compensation on Employee Performance at the Regional Office of the Ministry of Religion of West Java Province.



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