

THE EFFECT OF WORK MOTIVATION, WORK DISCIPLINE AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT TELEKOMUNIKASI INDONESIA (TELKOM) SURABAYA

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ABSTRACT

This study aims to analyze the effect of work motivation, work discipline and compensation on employee performance at PT. Telekomunikasi Indonesia (Telkom) Surabaya, Jl. Dr. Ir. H. Soekarno No. 175, Klampis Ngasem, Kec. Sukolilo, City of SBY, East Java 60116. This study uses data sampling from 50 employees through the distribution of questionnaires. The type of data used is quantitative. In this study, the t-test showed that the work motivation variable had a partial influence on employee performance with a regression coefficient value of Work Motivation (X1) of 4.2774 and the value of the Work Discipline regression coefficient (X2) of 3.793 while Compensation (X3) had a coefficient value of regression of 2,645. F test obtained $f_{count} > f_{table}$ that is $124.175 > 2.81$ so it can be concluded that the independent variables Work Motivation (X1), Work Discipline (X2), and Compensation (X3) have a significant effect simultaneously on the dependent variable Employee Performance (Y). This research is expected to be able to support the basic decision making for PT. Telekomunikasi Indonesia (Telkom) Surabaya). related to Work Motivation (X1), Work Discipline (X2), Compensation (X3). In addition, this research is expected to be able to provide new knowledge about Work Motivation (X1), Work Discipline (X2), Compensation (X3) at PT. Telekomunikasi Indonesia (Telkom) Surabaya.

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1. INTRODUCTION

Human resources are one of the important factors that determine the achievement of company goals. Human resources are the most valuable and most important asset that must be owned by a company. The company's activities will run well if the company has human resources who are knowledgeable, skilled and have the desire to manage the company as optimally as possible.

According to (Hasibuan, 2019:10) said "Human resource management is the science and art of managing the relationships and roles of the workforce effectively and efficiently helping the goals of the company, employees and society". Therefore, companies need high-performing human resources or employees so that they can achieve the company's goals that have been set.

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Employees are the main assets of the organization and have a strategic role in the organization, namely as thinkers, planners, and controllers of organizational activities.

Achievement of performance in the organization is a factor that must be considered to realize the company in achieving the goals that have been set. According to Mangkunegara (2016:9) employee performance is the result of a person's work in quality and quantity that has been achieved by employees in carrying out their duties according to the responsibilities given.

2. METHOD

The research used in this research is quantitative research with a descriptive approach. Research methods Quantitative research is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the making of the research design. according to Sugiyono (2018:8) quantitative research that looks at the relationship of variables to the object under study with a cause and effect (causal) approach, so that in his research there are independent and dependent variables, from these variables then look for how much influence the independent variable has on the dependent variable. This study uses a descriptive approach with the aim of describing the object of research or research results.

3. RELUST AND DISCUSSION

Reliability Test

Table 3. Reliability Test Table

Variable	<i>Cronbach alpha hasil hitung</i>	<i>Cronbach alpha teori</i>	Information
X1	0,910	0,6	Reliabel
X2	0,848	0,6	Reliabel
X3	0,863	0,6	Reliabel
Y	0,878	0,6	Reliabel

The reliability test on each variable of Work Motivation, Work Discipline, Compensation and Employee Performance can be said to be reliable because the Cronbach alpha value > Alpha.

Uji Multikolinieritas

Table 2. Multicollinearity Test Table

Variable	Tolerance	VIF	Information
Work motivation	0,175	5,720	The absence of multicollinearity bag
Work Discipline	0,234	4,267	The absence of multicollinearity bag
Compensation	0,194	5,161	The absence of multicollinearity bag

partial has a significant effect on employee performance.

F Test (Simultaneous)

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Table 1.4 Test f (Simultaneous)

Based on table 1.2 shows that the results of each independent variable consisting of Motivation, Work Discipline, and Work Environment have a tolerance value > 0.1 and a VIF value < 10. So it can be concluded that there is no multicollinearity between independent variables in this regression model.

t test (Partial)

T test is used to test how far the influence of the independent variables used in this study individually in explaining the variables partially.

Table 3. t-test (Partial)

Variable	t - count	t - table	Sig	Sig Count
Motivation Work (X1)	2,774	2,01174	0,05	0,008
Work Discipline (X2)	3,793	2,01174	0,05	0,001
Compensasi (X3)	2,645	2,01174	0,05	0,011

From the results of the t-test above, it shows that the questionnaire given to employees shows that work motivation, work discipline and compensation are effective partial has a significant effect on employee performance.

F Test (Simultaneous)

Table 4. Test f (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	627.069	3	209.023	124.175	.000 ^b
	Residual	77.431	46	1.683		
	Total	704.500	49			

From the test results f above shows that the questionnaire given to employees show that work motivation, work discipline and compensation simultaneously have a significant influence on employee performance.

Coefficient of Determination Test (R²)

Table 5. Coefficient of Determination Test (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.943 ^a	.890	.883	1.297

With this, the results of the coefficient of determination (R²) above show that Work Motivation, Work Discipline, and Compensation have a significant influence on Employee Performance at PT. Telekomunikasi Indonesia (TELKOM) Surabaya.

Multiple Linear Regression Test

Table 6. Multiple Linear Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.198	1.600		1.373	.176
	Motivation Work	.239	.086	.324	2.774	.008
	Discipline Work	.333	.090	.373	3.693	.001
	Compensation	.331	.125	.294	2.645	.011

Based on the results of the above calculations, the following multiple linear regression equation is obtained:

$$Y = 2.198 + 0.239X_1 + 0.333X_2 + 0.331X_3$$

From the results of the multiple linear regression analysis above, it shows that the questionnaire given to employees as respondents in this study shows that Work Motivation, Work Discipline, and Compensation have a positive influence on employee performance.

Discussion of Research Results

The Effect of Work Motivation on Employee Performance

Based on the results of the analysis, it shows that the motivation variable has a partial effect on performance Employees, this can be seen from the t value of 2.774 > *The Effect Of Work Motivation, Work Discipline And Compensation On Employee Performance At Pt Telekomunikasi Indonesia (Telkom) Surabaya-Histwo Febri Ali Wijaya, Ida Ayu Nuh Kartini*

2.01174 with a sig value of $0.008 < 0.05$ so it can be concluded that the Work Motivation variable (X1) has a positive and significant influence on Employee Performance (Y), thus the first hypothesis reads "Work Motivation has a significant effect on Employee Performance at PT. Telekomunikasi Indonesia (TELKOM) Surabaya" is in accordance with the results of the study, so the hypothesis can be accepted.

The Effect of Work Discipline on Employee Performance

Based on the results of the analysis, it shows that the Work Discipline variable has a partial effect on Employee Performance, this can be seen from the t value of $3.683 > 2.01174$ with a significant value of $0.001 < 0.05$ so the conclusion is that the Work Discipline variable (X2) has a positive and significant effect. on Employee Performance (Y) at PT. Telekomunikasi Indonesia (TELKOM) Surabaya. Thus the second hypothesis which reads "Work Discipline has a significant effect on Employee Performance at PT. Telekomunikasi Indonesia (TELKOM) Surabaya." is in accordance with the results of the study, so that the hypothesis can be accepted.

The Effect of Compensation on Employee Performance

Based on the results of the analysis, it shows that the compensation variable has a partial effect on performance Employees, this can be seen from the t-count value of $2.645 > 2.01174$ with a value of significant $0.011 < 0.05$ so the conclusion is the compensation variable (X3) has a positive and significant effect on Employee Performance (Y) at PT. Telekomunikasi Indonesia (TELKOM). Thus the third hypothesis which reads "Compensation has an effect on Employee Performance at PT. Telekomunikasi Indonesia (Telkom) Surabaya." is in accordance with the results of the study, so that the hypothesis can be accepted.

The Influence of Work Motivation, Work Discipline and Compensation on Employee Performance

The f test results show that work motivation, work discipline, and compensation have an effect on employee performance. this is proven based on the results of the f test in table 4.18 obtained f count $> f$ table is $124.175 > 2.81$ and obtained a significant value of 0.000 which is smaller than 0.05 at a significant 5%, so it can be concluded that the independent variables of Work Motivation, Work Discipline, and Compensation have a significant effect simultaneously on the dependent variable Performance Employees, with this Work Motivation, Work Discipline, and Compensation show a positive direction or a unidirectional relationship to Employee Performance so that it can be interpreted that if Work Motivation, Work Discipline, and Compensation increases, Employee Performance will also increase and vice versa if it decreases Work Motivation, Work Discipline, and Compensation then employee performance will decrease. This proves that the hypothesis that reads "Work Motivation, Work Discipline, and Compensation has an effect on Employee Performance at PT. Telekomunikasi Indonesia (Telkom) Surabaya" is accepted.

4. CONCLUSION

Based on the results of research and analysis obtained related to the influence of work motivation, work discipline, and compensation on employee performance at PT. Telekomunikasi Indonesia (TELKOM) Surabaya, it can be concluded as follows:

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1. Based on the research obtained from the results of the t test (partial) it can be concluded that the work motivation variable has a partially significant influence on the employee performance variable at PT. Telekomunikasi Indonesia (TELKOM) Surabaya.
2. Based on the research obtained from the results of the t test (partial) it can be concluded that the Work Discipline variable has a significant influence partially on the Employee Performance variable at PT. Telekomunikasi Indonesia (TELKOM) Surabaya.
3. Based on the research obtained from the results of the t test (partial) it can be concluded that the compensation variable has a significant influence partially on the employee performance variable. at PT. Telekomunikasi Indonesia (TELKOM) Surabaya.
4. Based on the research obtained from the results of the f (simultaneous) test, it can be concluded that the independent variables, namely Work Motivation, Work Discipline and Compensation have a significant effect simultaneously on the Employee Performance variable at PT. Telekomunikasi Indonesia (TELKOM) Surabaya.

Based on the results of the research and the conclusions that have been drawn, the suggestions that can be submitted relating to this research are as follows:

1. The results of the research conducted indicate that work motivation and work discipline have an influence on employee performance. This means that the leadership must pay attention to this in order to increase the work motivation of employees at work and the discipline of working time and work at the agency based on attendance, work procedures, obedience to superiors, work awareness and employee responsibilities.
2. The results of research conducted indicate that compensation has an influence on employee performance. This means that the leadership must pay more attention to the compensation given to employees in accordance with the proportions of work and positions so that employee interest in work increases and positive impact on the development of employee performance.
3. The results of the research conducted indicate that work motivation, work discipline, and compensation have an influence on employee performance. This means that the leadership should pay more attention to the factors that affect employee performance.
4. It is hoped that this research can support decision making at PT. Telekomunikasi Indonesia (TELKOM) Surabaya to improve employee motivation, improve employee discipline and employee compensation.

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