


## The Influence Of Work Discipline And Giving Rewards On Employee Performance At PT. Mitra Yudhitama Medika Jakarta

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Article Info	ABSTRACT
<b>Keywords:</b> Work Discipline, Giving Rewards, Employee Performance	This research adopts a quantitative descriptive approach using observation, questionnaires, documentation, and literature study methods. The population studied was 35 PT Mitra Yudhitama Medika Jakarta employees, using saturated sampling techniques. Data analysis uses a multiple linear regression model and SPSS version 26 software to calculate the results of the Multiple Linear Regression variable test, T-Test, and F Test and analyze the level of determination. The research results show that work discipline and giving rewards significantly influence the performance of PT Mitra Yudhitama Medika employees. High work discipline reflects adherence to rules and responsibilities, which increases productivity. Providing financial and non-financial rewards can motivate employees and increase their productivity. The third hypothesis test shows that work discipline and giving rewards jointly influence employee performance. This research emphasizes the importance of developing work discipline and reward systems in human resource management as a strategy to achieve company goals.
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### INTRODUCTION

In company management, the company will carry out all activities to achieve the goals set. To achieve this goal, the company should focus on more than technological excellence, available operational funds or facilities and infrastructure, and the quality of human resources. However, to obtain the quality of human resources, the company hopes to provide added value to the company in achieving its goals [1], [2][3].

Human resource management can also produce good performance in a company by assessing and compensating each individual member of the organization according to their work abilities. Human resources have a very important role in a company. Therefore, a policy is needed to stimulate employee motivation and performance to obtain quality and productive human resources [4][5].

According to Rosento [6] performance refers to the results shown by an individual or a process in carrying out the tasks set by the organization. Afandi [7] explains that performance includes work results that can be achieved by individuals or groups within the company by their respective responsibilities and authorities, provided that they do not violate the law and ethics. Mangkunegara[8] views performance as individual achievement in terms of quantity and quality because they have carried out tasks according to the responsibilities given.

Kasmir[9] added that various factors can influence performance, including ability, knowledge, motivation, leadership, and work environment.

According to Abdullah in Yuliantari & Ulfa[10], performance indicators include Effectiveness, efficiency, loyalty, responsibility, productivity, and safety. Effectiveness refers to suitability in achieving goals, while efficiency refers to the suitability of the process in producing output at minimal cost. Loyalty reflects employee loyalty to the company under all conditions, while responsibility assesses responsible employees. Productivity shows the level of organizational Effectiveness, while safety measures the health of the organization and the employee's work environment from the health aspect.

Several factors can improve employee performance in a company, such as work discipline, rewards, work motivation, work environment, punishment, etc. To create employee performance so that it runs effectively, employees are required to have high work discipline. Work discipline must be a concern for company management if they want every employee to make a positive contribution to achieving company goals. Discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Singodimedjo[11] explains that discipline is an attitude of a person's willingness and readiness to obey and adhere to the regulatory norms that apply around him. Discipline is a management action that encourages organizational members to fulfill the demands of various provisions that employees must obey.

Employee discipline is a form of training that seeks to improve and shape employee knowledge, attitudes, and behavior so that employees can work cooperatively with other employees and improve their work performance. By complying with the regulations set by the company and having high discipline, employees will create a more conducive company atmosphere that will positively impact company activities [12]. Therefore, every company hopes that its employees will comply with the regulations that have been set.

According to Daulay, Pasaribu, and Putri[13], discipline is an attitude that cannot arise spontaneously in employees. Consistent practice and application are needed to develop a disciplined attitude. Discipline can also be considered a process that involves correcting or punishing employees who violate rules or procedures. Hasibuan [14] explains that work discipline includes a person's awareness and readiness to comply with all regulations and social norms that apply in the company. Awareness refers to a voluntary willingness to comply with regulations and be aware of one's responsibilities, while readiness refers to attitudes and behavior that comply with company rules. As part of training, discipline aims to enforce company rules, often focused on employees experiencing problems.

According to Davis in Mangkunegara[15], forms of work discipline can be divided into preventive and corrective. Singodimedjo in Sutrisno [16] believes that a good organization must establish rules that must be followed by all employees, such as adhering to time, basic regulations, work relationship rules, and other regulations. Soetrisno[16] stated that discipline has benefits, including increasing employees' concern for achieving company goals, work enthusiasm, and responsibility in carrying out their duties well.

In general, employees work because they are encouraged to fulfill their daily needs, so they work more actively if the results achieved from their work receive satisfactory rewards

or remuneration, ultimately achieving the company's goals. One of the policies given by the company to employees to improve performance is through compensation in the form of incentives or giving rewards to employees to improve the quality and quantity of their work results. Incentives will increase employee motivation to achieve. Giving rewards to each person must be adjusted to their rights and obligations. It should be emphasized here that rewards are not only measured in material terms but are also influenced by interactions between humans and the organizational environment; at certain times, humans are stimulated by economic rewards.

According to Handoko[17] , rewards are a form of appreciation for efforts to obtain professional workers by position requirements. To achieve this, balanced development is needed, including planning, organizing, using, and maintaining the workforce so that they can carry out their duties effectively and efficiently. Fahmi [18] explains that rewards, often called compensation, are a form of appreciation given to employees as compensation for their work achievements, both in financial and non-financial forms. From this definition, rewards are recognition or appreciation given to employees both materially and non-materially.

Suak et al[19] stated that rewards can be concrete or abstract forms of appreciation companies give to employees as recognition of their contribution and performance. Providing rewards aims to increase motivation, retain quality employees, and create a compensation system that is fair internally and competitive externally. According to Edirisooriya[20], reward indicators can be divided into two, namely intrinsic rewards (such as recognition, responsibility, learning opportunities, and career advancement) and extrinsic rewards (such as salary, bonuses, and allowances).

Implementing work discipline and rewarding employees is a crucial strategy for enhancing employee performance, and this holds true for companies like PT Mitra Yudhitama Medika Jakarta, operating in the healthcare sector. With a mission to lead as a provider of medical devices, the company relies on dedicated and efficient employees to achieve its objectives. Ensuring a workforce that is both enthusiastic and high-performing is essential for meeting organizational goals effectively. Consequently, fostering work discipline and offering rewards becomes imperative for enhancing employee performance. The ability of management to enforce work discipline and provide incentives will significantly impact the company's success in attaining its objectives. Recognizing the pivotal role of motivation in boosting employee productivity, this study seeks to assess the influence of work discipline and rewards on the performance of employees at PT Mitra Yudhitama Medika.

## METHOD

This research adopts a quantitative descriptive approach and uses observation, questionnaire, documentation and literature study methods. The population that was the research subject was 35 employees of PT Mitra Yudhitama Medika Jakarta, using a saturated sampling technique, where the entire population was used as respondents[21]. In data analysis, this research uses a multiple linear regression model. Data processing was carried out using SPSS version 26 software to calculate the results of the Multiple Linear Regression variable test, T Test, F Test, and analyze the level of determination.

## RESULT AND DISCUSSION

Validity testing is carried out with the aim of testing the validity of each question item in the questionnaire that has been designed. A question item is declared valid if the correlation value ( $r_{count}$ ) of the question item is  $> r_{table}$ . It is known that the  $r_{table}$  value in this study is 0.1897 which was obtained based on the  $r$  (Pearson product moment) table by looking at the  $N$  35 value column and the 2-tailed column. Based on the research results, all  $r_{count}$  values are  $> 0.1897$  ( $r_{table}$ ). So it is concluded that all questions are valid.

Reliability testing must be carried out only on questions that have met the validity test, so if they do not meet the validity test requirements then there is no need to continue the reliability test. If the Cronbach's Alpha value is greater than 0.60, then the research questionnaire is reliable. It is known from the results of this research that the questionnaire is reliable, because all Cronbach's Alpha values for the three variables are greater than 0.60.

**Table 1.** Multiple Linear Regression Analysis

Model	Coefficients			t	Sig.
	Unstandardized Coefficients		Standardized		
	B	Std. Error	Beta		
1 (Constant)	34,876	5,857		5,769	,000
Work Discipline	,182	,072	,056	2,760	,008
Giving Rewards	.173	,068	,176	2,856	,006

a. Dependent Variable: Employee Performance

Source: SPSS data processing results, 2024

From the table above, it is known that the calculated  $t$  value is  $2.760 > 1.982$  and the sign value is  $0.008 < 0.05$ , so it can be concluded that there is a positive and significant influence between the Work Discipline variable on the employee performance variable. Furthermore, it is known that the calculated  $t$  value is  $2.856 > 1.982$  and the sig value is  $0.006 < 0.05$  and, so there can be a positive and significant influence between the reward variable on employee performance.

**Table 2.** F Test Results (Simultaneous)

Model		ANOVA			F	Sig.
		Sum of Squares	df	Mean Square		
1	Regression	56,530	2	28,265	4,238	.026b
	Residual	421,608	33	12,776		
	Total	478.138	35			

a. Dependent Variable: Employee Performance  
 b. Predictors: (Constant), Work discipline, Rewards

Source: SPSS data processing results, 2024

From the table above, it is known that the calculated  $F$  value is  $4.238 > 3.10$  and the sig

value is  $.026 < 0.05$  and, so it can be concluded that there is an influence of the work discipline and reward variables together on employee performance.

**Table 3.** Determination Coefficient

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.689a	.474	.433	374054

a. Predictors: (Constant), Work discipline, Rewards

Source: SPSS data processing results, 2024

From table 3. Model Summary, it can be seen that the coefficient of determination is 0.474, this means that 47.4% of employee performance is influenced by work discipline and giving rewards simultaneously and it is possible that the remainder is influenced by other factors not examined in this research.

### Discussion

The results of testing the first hypothesis in this research state that work discipline influences employee performance. In this study, it appears that the work discipline variable has a significant effect on the performance of PT Mitra Yudhitama Medika employees ( $b = 0.056, p < 0.05$ ), so the first hypothesis in this research states that work discipline (X1) affects the performance of employees (Y) of PT Mitra Yudhitama Medika accepted. The results of this research by (Hadi Purnomo et al., 2017; Pangarso & Susanti, 2016) showed that work discipline significantly affects employee performance. This shows that the higher the level of employee work discipline, the greater the performance they produce in carrying out their duties. Work discipline is a form of obedience to the rules, both written and unwritten, that have been established. Discipline must be developed so that order and efficiency can also grow. Discipline is a form of employee self-control in regular implementation and shows the level of seriousness of the work team in the organization.

Work discipline has a high role in improving employee performance. High work discipline must always be maintained and even improved. Employees with good work discipline are expected to try as hard as possible to complete their work to produce optimal performance for the company. Disciplined employees tend to be punctual in carrying out established procedures and have high responsibility. In other words, work discipline is the main capital that determines the level of employee performance. From this explanation, good work discipline will result in good employee performance. Conversely, if work discipline is not good, it will result in poor employee performance.

The results of testing the second hypothesis in this research state that giving rewards affects employee performance. In this study, it appears that the reward variable (X2) has a significant effect on employee performance (Y) of PT Mitra Yudhitama Medika ( $b = 0.286, p < 0.05$ ), so the second hypothesis in this study states that giving rewards influences the performance of PT Mitra employees Yudhitama Medika accepted. The findings of this research strengthen the theory put forward by (Mangkunegara, 2017) that reward is one of the many factors that can influence employee performance. A proper reward system helps employees increase individual productivity. Rewards are one of the many factors that can

influence employee performance. A proper reward system helps employees increase individual productivity. The results of this research align with research conducted by This is in line with previous research conducted by Khan et al. (2017), which succeeded in finding a significant relationship between giving rewards and employee performance.

The results of testing the third hypothesis in this research state that work discipline and giving rewards together influence employee performance. The coefficient of determination value is 0.474; this means that 47.4% of employee performance is influenced by work discipline and giving rewards simultaneously, and it is possible that the remainder is influenced by other factors not examined in this research. This is in line with previous research conducted by Nompo and Pandowo (2020), which found that rewards and work discipline significantly influence employee performance, including work motivation, punishment, work environment, and so on.

## CONCLUSION

In this research, work discipline and giving rewards were proven to influence the performance of PT Mitra Yudhitama Medika employees significantly. A high level of work discipline leads to increased performance because it reflects compliance with rules and responsibilities. Likewise, providing financial and non-financial rewards can increase employee productivity by motivating them. The results of the third hypothesis test show that work discipline and reward influence employee performance, explaining most of the variation in performance. Although other factors still need to be researched, this research emphasizes the importance of paying attention to and developing work discipline and reward systems in human resource management as a strategy for achieving company goals.

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