EFFECT OF WORK DISCIPLINE WORK EXPERIENCE AND SALARY ON EMPLOYEE PERFORMANCE AT PT. INDO SUGAR PASTIKA IN SRAGEN

Sofian Wahyu Angora

Fakultas Ekonomi dan Bisnis, Universitas Bhayangkara Surabaya

ARTICLEINFO	ABSTRACT
Keywords: Work Discipline Work experience Employee performance	Human resources occupy a very strategic position in every business organization because humans are the main mover for the smooth production process and even the organization's running in order to achieve its goals. Once the importance of this human factor, then the issues of humanity in the company need to get attention from the management. The availability of potential and productive human resources in the context of increasing productivity is very important in the current era of industrialization. The purpose of this study is to determine whether work discipline, work experience, and salary have a significant effect on employee performance at PT. Indo Gula Pastika Sragen. The population in this study were employees of PT. Indo Gula Pastika Sragen. The sampling technique in this study is saturated sampling, namely taking the entire sample of 80 respondents. The research method uses multiple linear regression analysis using the F test, t test and dominant test with a significant level of 5%. The results of the study and the hypothesis show that work discipline, work experience and salary have a simultaneous effect with the results of multiple linear regression in the F test obtained Fcount of 159.674 greater than Ftable 2.72 while partially through t-test obtained tcount for each variable, namely Discipline Work (X1) is 5,849 Work Experience (X2) is 6,163 and Salary (X3) is 7,310 greater than the ttable value of 1,665, so the independent variables, namely Work Discipline, Work Experience and Salary have an effect on the dependent variable of Employee Performance. While the salary variable has a dominant effect on employee performance at PT. Indo Gula Pastika Sragen, and preferably the leadership of PT. Indo Gula Pastika Sragen can continue to maintain and even improve employee performance so that the main goal of the company can be achieved perfectly.
E-mail: **Wahyuanggora11@gmail.com**	

1. INTRODUCTION

Human resources are one of the determinants of the company's success because the role of human resources is to plan, implement, and control various company operational activities[1]. In addition, effective and efficient human resource management will optimize the company's performance in terms of income and expenses. Company performance is largely determined by one element in human resources, namely employees. Employees are an important element in the company because their performance will have an impact on the company's operational activities[2], [3]. If employee performance is low, it will be an obstacle for the company in achieving its goals. This makes the company carry out several activities such as recruiting, selecting, training, and retaining qualified employees and having optimal performance. Companies need to pay attention to their employees in order to contribute well to the company. Thus, employee performance also determines the creation of a goal that is expected by a company[4], [5], [6].

At PT. Indo Gula Pastika Sragen, the problems that occur are the high level of employee tardiness, there are still many employees who are absent from work and employees are often found hanging around during working hours. At PT. Indo Gula Pastika Sragen, some employees are overwhelmed in handling the work in the company, so they are not perfect in their work. There are also some employees who have not

The effect of work discipline, work experience and salary on employee performance at pt. Indo sugar pastika in Sragen, Sofian Wahyu Anggora

38

mastered how to operate the equipment in the company. Employee performance is less than optimal due to poor team performance. This can result in decreased morale and cohesiveness in the team.

Researchers conducted by Luh Mang Indah Mariani et al. entitled The Effect of Motivation, Communication, and Work Discipline on the Performance of 5 Employees at Warung Mina Pegayungan Denpasar. The results of the processed analysis, it is found that the work discipline variable has an effect on employee performance. Work Experience is the mastery of employee knowledge and skills as measured by the length of service, the level of knowledge and skills possessed by employees. With a long enough experience and quite a lot, it is hoped that they will have greater abilities than those without work experience[7], [8],[9]. Employee performance is work performance or work (output) both quality and quantity achieved by human resources per unit of time in carrying out their work duties in accordance with the duties and responsibilities assigned to them.[10], [11].

Improvement of Work Discipline, Work Experience, and Salary that is appropriate by the company is expected to increase good performance, thereby providing satisfaction in work and commitment to employees, to advance a company as a company engaged in the agro-industry PT. Indo 7 Sugar Pastika Sragen. It is expected to improve employee performance so as to improve the quality of employee work.

2. METHOD

The sampling technique in this study used the census method. According to Sugiyono, saturated sampling is a sampling technique when all members of the population are used as samples, another term for saturated sampling is census. So the sample of this research is all employees of PT. Indo Gula Pastika, which has 80 employees. The data collection technique here describes how data is collected before being processed and analyzed. In collecting data through field research, it comes from primary data and secondary data with the following explanation. Primary data is the main data obtained directly from what will be studied. Primary data sources are sources of data obtained and processed directly from subjects who are directly related to research. These primary data were obtained from direct observation and data from filling out questionnaires. b. Secondary Data According to Sugiyono secondary data is a source that does not directly provide data for data collection, for example through other people or through existing documents. The use of secondary data 41 is as a support that strengthens the acquisition of data obtained from articles, internet, and documents owned by organizations related to research activities. So the authors conclude that secondary data is additional data obtained to assist research. for example through other people or through existing documents. The use of secondary data 41 is as a support that strengthens the acquisition of data obtained from articles, internet, and documents owned by organizations related to research activities. So the authors conclude that secondary data is additional data obtained to assist research. for example through other people or through existing documents. The use of secondary data 41 is as a support that strengthens the acquisition of data obtained from articles, internet, and documents owned by organizations related to research activities. So the authors conclude that secondary data is additional data obtained to assist research.

Sources of data used in this study by collecting data through the distribution of questionnaires to research subjects to be addressed, namely employees of PT. Indo Gula Pastika Sragen. In addition, data were also obtained from relevant literature studies from the research. The data collection technique that really supports the implementation of research by using data collection methods is Library Research, namely the collection of thesis data by reading the literature that has to do with the problem to be studied. Field Research (Field Study) That is collecting thesis data by conducting research directly in the field or research object. The research instrument used in this study was in the form of a questionnaire or questionnaire which was made by the researcher himself. Sugiyono stated that the research instrument is a data collection tool used to measure the observed natural and social phenomena. Thus, the use of research instruments is to find complete information about a problem, natural or social phenomenon. The instrument used in this study is intended to produce accurate data by using a Likert . scale[12].

3. RELUST AND DISCUSSION
3.1 Respondent Description

Respondents who became the object of this study were based on a questionnaire that had been distributed to 80 employees of PT. Indo Gula Pastika Sragen. The presentation of data regarding the identity of the respondent is intended to provide an overview of the respondent's personal condition,

The effect of work discipline, work experience and salary on employee performance at pt. Indo sugar pastika in Sragen, Sofian Wahyu Anggora

39

which includes gender, age, education and length of work. Based on the data obtained from the list of statements in the questionnaire, it can be seen in the table regarding the gender of the employees of PT. Indo Gula Pastika Sragen as follows:

Table 1. Frequency Distribution of Respondents by Age Group

Gender	Number of people)	Percentage (%)
Man	56	70
Woman	24	30
Amount	80	100

Based on the table above, it can be seen that most of the respondents are male, namely 56 people or 70% and female respondents are 24 people or 30%. Based on the results of research that has been done, it can be seen that the age of employees at PT. Indo Gula Pastika Sragen is shown in the following table:

Table 2. Characteristics of Respondents Based on Age PT. Indo Gula Pastika Sragen

Age	Number of people)	Percentage (%)
21-30 Years	49	61
31-40 Years	21	26
41-50 Years	10	13
Amount	80	100

Based on the table above, the number of respondents in the age group 21-30 years is 49 people or 61%, respondents in the age group 31-40 years is 21 people or 26% and respondents in the age group 41-50 years is 10 people or 13%. Most respondents aged 21-30 years 49 people 61%, this is because the company considers that employees aged 21-30 years are included in the category of productive employees who can advance the company. Based on the data obtained from the list of statements in the questionnaire, it can be concluded that seen in the table regarding the education level of the employees of PT. Indo Gula Pastika Sragen as follows:

Table 3. Characteristics of Respondents Based on Education PT. Indo Gula Pastika Sragen

Education	Number of people)	Percentage (%)
SMA/SMK/Equivalent	48	60%
S1/S2	32	40%
Amount	80	100%

Based on the table above, respondents with SMA/SMK/equivalent education are 48 people or 60%, respondents with S1/S2 education are 32%. Most of the respondents have an education level of SMA/SMK/Equivalent of 48 people or 60%, this is because the company accepts employees with a minimum education of SMA/SMK/equivalent. Based on the data obtained from the list of statements in the questionnaire, it can be seen in the table regarding the length of time the respondents worked at PT. Indo Gula Pastika Sragen as follows

Table 4. Characteristics of Respondents Based on Length of Work PT. Indo Sugar Pastika

Length of working	Number of people)	Percentage (%)
1-5 Years	42	53
6-10 Years	28	35
11-15 Years	10	13
Amount	80	100

Based on the table above, respondents worked for 1-5 years by 42 people or 53%, respondents worked for 6-10 years by 28 people or 35%, respondents worked for 11-15 years by 10 people or 13%. Most of the respondents have worked for 1-5 years by 42 people or 53%, because the old employees had many of their tenures over, so the company opened job vacancies to replace vacant positions. So there are new employees who replace the vacant position. Based on the results of the study, it is known that work discipline (X1), work experience (X2), and salary (X3) have a close relationship with employee performance (Y) at PT. Indo Gula Pastika Sragen, these variables also have a major contribution in influencing the increase or decrease in employee performance.

4. CONLUSION

The effect of work discipline, work experience and salary on employee performance at pt. Indo sugar pastika in Sragen, Sofian Wahyu Anggora

Based on the results of the research that has been done, the following conclusions can be drawn, In simultaneous hypothesis testing, the independent variables consisting of Work Discipline, Work Experience, and Salary simultaneously have a significant influence on Employee Performance. In the partial hypothesis test, the variables of work discipline, work experience, and salary individually (partial) have a significant effect on employee performance. In the dominant hypothesis test, the independent variable that has the greatest influence on the dependent variable of employee performance is the salary variable with the higher (beta) coefficient among other independent variables.

REFERENCES

[1] E. Yulianti and S. Khairani, "Audit Sumber Daya Manusia Untuk Meningkatan Keefektivaan Kinerja Karyawan Pada PT Indograha Palembang," *J. Akunt. STIE MDP Palembang*, no. 14, 2017.

[2] D. Riyana, "Pengukuran Kinerja Perusahaan PT Indofood dengan Menggunakan Balanced Scorecard," *J. Sekuritas (Saham, Ekon. Keuang. dan Investasi)*, vol. 1, no. 22, 2017.

[3] E. Juliansyah, "Strategi Pengembangan Sumber Daya Perusahaan Dalam Meningkatkan Kinerja PDAM Kabupaten Sukabumi," *J. Ekon.*, vol. 3, no. 2, 2017.

[4] B. D. Hanafi and C. Yohana, "PENGARUH MOTIVASI, DAN LINGKUNGAN KERJA, TERHADAP KINERJA KARYAWAN, DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI PADA PT BNI LIFEINSURANCE," *J. Pendidik. Ekon. Dan Bisnis*, vol. 5, no. 1, 2017, doi: 10.21009/jpeb.005.1.6.

[5] "PENGARUH PEREKRUTAN, SELEKSI, DAN PENGEMBANGAN KARYAWAN TERHADAP KINERJA KARYAWAN (STUDI PADA PT. BANK PERMATA. TBK CABANG MANADO)," *J. EMBA J. Ris. Ekon. Manajemen, Bisnis dan Akunt.*, vol. 5, no. 2, 2017, doi: 10.35794/emba.v5i2.16375.

[6] A. Handoyo and R. Setiawan, "Pengaruh Employee Engagement Terhadap Kinerja Karyawan Pada Pt. Tirta Rejeki Dewata," *Agora*, vol. 5, no. 1, 2017.

[7] R. Maudoma, "Pengaruh Pengalaman Kerja, Pembagian Kerja Dan Pemberdayaan Karyawan Terhadap Produktivitas Karyawan Pt.Pln (Persero) Area Manado," *J. Ris. Ekon. Manajemen, Bisnis dan Akunt.*, vol. 5, no. 2, 2017.

[8] Lukiyana and Sriyanto, "Pengaruh Rekrutmen dan Pengalaman Kerja Terhadap Prestasi Kerja Karyawan Dengan Penempatan Kerja Sebagai Variabel Intervening," *Media Manaj. Jasa ISSN 2502-3632 ISSN 2356-0304 Vol.4 No.1, Januari – Juni 2017 www.journal.uta45jakarta.ac.id J. Online Int. Nas. Univ. 17 Agustus 1945 Jakarta*, vol. 4, no. 1, 2017.

[9] A. Wairooy, "Pengaruh Disiplin Kerja dan Kompensasi Terhadap Kinerja Karyawan pada PT. Pertamina (Persero), Tbk. Pemasaran Region VII Makassar," *J. Ad'ministrare*, vol. 4, no. 1, 2017, doi: 10.26858/ja.v4i1.3442.

[10] N. Wariati, Dahniar, and T. Sugiati, "Pengaruh Disiplin Kerja dan Pengalaman Kerja Terhadap Kinerja Pegawai Dinas Pendapatan Pengelolaan Keuangan dan Aset Kabupaten Barito Timur," *J. Wawasan Manaj.*, vol. 3, no. 3, 2015.

[11] A. N. Rofi, "Pengaruh Disiplin Kerja Dan Pengalaman Kerja Terhadap Prestasi Kerja Karyawan Pada Departemen Produksi Pt. Leo Agung Raya Semarang," *Pengaruh Disiplin Kerja Dan Pengalaman Kerja Terhadap Prestasi Kerja Karyawan Pada Dep. Produksi Pt. Leo Agung Raya Semarang*, vol. 3, 2012.

[12] R. K. Maulana and M. Yunus, "Pengaruh Pemasaran Relasional Terhadap Loyalitas Nasabah Melalui Kepuasan Nasabah Dan Kepercayaan Nasabah Tabungan Bank Bri Syariah Di Kota Banda Aceh," *J. Ilm. Mhs. Ekon. Manaj.*, vol. 3, no. 1, 2017.