

THE EFFECT OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE DEWI SAMBI BATIK CRAFT CENTER

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ARTICLE INFO

Keywords:

**Compensation,
Discipline,
Performance.**

**Work
Employee**

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ABSTRACT

This study aims to examine and analyze the effect of compensation and work discipline on employee performance at Dewi Sambi Batik Craft Center. This type of research is quantitative research, data were collected from 80 respondents who were all employees at Dewi Sambi Batik Craft Center, the sampling method was saturated sampling, where all members of the population became the research sample. Data was collected by observation and questionnaire methods. The data collected was analyzed using multiple regression analysis with SPSS version 26. The results showed that compensation partially affected the performance of the Dewi Sambi Batik Krajinan Center employees, work discipline partially affected the employee performance of the Dewi Sambi Batik Krajinan Center. Compensation and work discipline simultaneously affect the performance of the Dewi Sambi Batik Krajinan Center employees.

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INTRODUCTION

The company is an organization engaged in the business sector, both services and goods, where this organization develops with the benefits it gains. Towards the era of globalization, companies are required to face more competitive competition both with domestic and foreign markets. To face this competition, every organization has competent human resources to improve quality and quality within the organization to advance its business. In essence, human resources are the most important factor as the driving force and implementation of all company activities based on their capabilities and creativity as a necessity to achieve company goals. The success or failure of a company will usually be known from the company's ability to manage its human resources so that all the desired goals are achieved.

The company's goals are achieved not only depending on complete equipment and facilities and infrastructure, but more on the human factor in achieving a goal. Every employee who has high and good performance can contribute to achieving the goals and recommendations set by the company. High performance can be formed with the awareness of every company leader to provide support to employees in the form of the leader's participation in providing direction regarding the work carried out by each employee, so that employees can better understand the responsibilities of the work they are doing. Besides that, a comfortable working atmosphere, providing motivation, creating good work discipline and appropriate compensation for each employee, will be able to increase employee morale at work. According to Afandi, P. (2018: 83) Performance is the result of work that can be

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achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contradicting morals. and ethics. It can be said that the better the performance of employees in the company, the easier it is for the company to achieve its goals, and conversely, if the employee's performance is low, the more difficult it is for the company to achieve its goals

The low level of employee performance in a company can be seen from the amount of salary and benefits provided by the company with the amount of work responsibilities carried out. Besides that, the level of attendance at work caused by a lack of employee discipline, an ineffective use of time in carrying out work, is also said to be low level of employee performance. Noting the very important strategic role of human resources, companies must utilize their human resources as effectively as possible in order to have good performance. One of them is by increasing employee performance through providing appropriate compensation as remuneration for employees for the work they do for the company, this is because everyone who works has a motive to get benefits or benefits at work.

Dewi Sambu Batik Craft Center is a boutique that has been around for a long time in Tangerang, namely since 2002, modern and traditional clothes are made with their own designs. With visitors who are always busy. Workers produce clothes made from woven and batik in the small and medium enterprise (UKM) of the Dewi Sambu batik craft center in the Larangan area, Tangerang City. The UKM is capable of producing 1,000 pieces or even more, various models of batik clothes which are sold to the Singapore and Malaysia markets. The Dewi Sambu Batik Krajinan Center has an important role in improving the quality and quality of both its human resources and the output it produces. There are so many factors that can affect employee performance such as the work environment, employee skills, employee health, employee personality, leadership style from their boss or manager and many others. In this study, survey data were conducted regarding the performance of employees of the Dewi Sambu Batik Craft Center, which were obtained as follows:

Table 1. Average Performance Data for Dewi Sambu Batik Craft Center Employees in 2019 - 2022

Years	<2,5	2,5-3,5	>3,5	Number of employees
2019	30	20	30	80
2020	29	31	20	80
2021	37	30	13	80
2022	45	10	25	80

Source: Dewi Sambu Batik Craft Center (2022).

Description from table 1.1 data:

- <2.5 = poor employee performance score
- 2.5-3.5 = fair employee performance score
- > 3.5 = good employee performance score

In 2019-2022 results Performance scores <2.5 (Not good) totaled 141 employees, performance scores of 2.5-3.5 (Enough) totaled 91 employees, performance scores > 3.5 (Good) totaled 80 employees. The data shows the highest employee performance score <2.5

(Not good) totaling 141, and the lowest employee performance score >3.5 (Good) totaling 80 employees.

To achieve this, it is inseparable from the issue of compensation related to improving employee performance, ideally the company must provide proper compensation to each employee in accordance with the responsibilities of the job given, then to obtain quality employees the company must also plan an attractive compensation program so that candidates Employees who will come have the qualifications in accordance with the needs of the company.

Compensation is all income in the form of money, goods directly or indirectly received by employees as compensation for services provided to the company. The compensation program reflects the organization's efforts to maintain its human resources. As for giving good compensation to workers and employees, it can have a positive impact on the company or organization. Compensation is a sensitive matter when it is associated with eligibility in meeting needs, if the level of current needs is getting bigger so that the salary given is still not enough. Providing fair compensation is needed by every employee because with a fair distribution of compensation employees feel valued for the effort that has been devoted to the company.

The compensation provided by the Dewi Sambi Batik Craft Center is in the form of salary, allowances and facilities. These benefits are in the form of health and life benefits as well as facilities. The compensation is given based on several criteria, so there are differences between one employee and another. Among the things that differentiate their compensation are: Expertise expressed by level of education, Length of service in the company, positional allowances imposed. In this study, a pre-survey of questionnaires was conducted with 70 respondents regarding the effect of compensation on employee performance at the Krajinan Batik Dewi Center, and the following data were obtained:

Table 2. Pre-survey of Employee Compensation Questionnaire for Dewi Sambi Batik Craft Center in 2022

No	Question	Yes		No	
1	Bonuses given by the company where I work so far can increase morale at work	25	27%	45	73%
2	The salary you receive is fair for the work you do each month	35	50%	35	50%
3	The salary given by the company is decent/reasonable	20	17%	50	80%
4	I feel that the incentives received are in accordance with work achievements	5	12%	65	88%
Number of average percentage of responses			29%		71%

Source: Dewi Sambi Batik Craft Center (2022).

From the research in Table 2 it can be seen that there is employee dissatisfaction with the compensation provided by the company. Regarding the salary item, the company is indeed fair enough, but the eligibility compared to the cost of living is still felt to be unsatisfactory, 80% of the employees who were sampled in the preliminary study felt that the salary received was not decent. As for incentives, 88% of respondents said that they

were not satisfied with the company's incentives. Likewise for bonus issues, 73% of respondents were not satisfied with the bonuses they got. Items number 1 to 4, is a phenomenon of compensation weakness.

With this difference in compensation, it can potentially cause social jealousy among employees who do not understand their rights and obligations within the company. In addition, the provision of compensation is also expected to affect employee performance. That the provision of compensation not only benefits employees, but is also no less important in increasing employee performance so that the achievement of company goals will be maximized.

Besides compensation, improving employee performance can also be done by creating work discipline, because well-managed work discipline will result in employee compliance with various organizational regulations aimed at improving performance. For this reason, company leaders need to oversee every behavior and action taken by all employees while working.

Work discipline is the awareness and willingness of employees to comply with all applicable organizational regulations and social norms, thus work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior following the established rules of the game. Discipline must be upheld in an organization. This means that without the support of good employee work discipline, it is difficult for the company to realize its goals, so discipline is the key to the success of a company achieving its goals (Sinambela 2018: 335).

The existence of a leader's role in managing the discipline of each employee is also needed as a reference for all employees to have awareness to implement the rules and regulations applied by the company, the high level of employee awareness of the rules and regulations will thus foster enthusiasm at work so as to improve performance. Dewi Sambi Batik Craft Center as a company is inseparable from the problem of employee performance in terms of achieving maximum output. Noting the low level of performance above also occurs at the Dewi Sambi Butik Craft Center regarding several phenomena that occur related to low discipline and compensation which are factors causing employee performance to be not optimal in completing work on time. Then in the implementation of the work discipline applied by the Dewi Sambi Batik Craft Center at this time it is still relatively low, namely judging from several things, including: There are still many employees who are absent from work for several reasons, There are still employees who roam around during working hours, The level of lateness high enough, through interview results of the 2022 Dewi Sambi Batik craft center. The existence of these problems is reinforced by the presence of employee attendance data as follows:

Table 3. Data on Work Discipline Absences for Employees of the Dewi Sambi Batik Craft Center for 2019-2022

Number of employees	Years	Absent List			Late	Annual Totals
		Sick	Permission	Not Present		
80	2019	19	3	5	92	119
80	2020	10	4	3	151	168
80	2021	25	7	7	100	139

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80	2022	5	3	4	105	117
Amount		59	17	19	448	543

Source: Dewi Sambu Batik Craft Center (2022).

The explanation regarding the attendance data above is that it is known that the average lateness rate for employees of the Dewi Sambu Batik Craft Center is very high every month, so that it reaches a total of 543 times. The overall total delay is obtained from the number of employees who are late every day and add up the year. The highest number of delays was in 2020 until it reached 151 times. Then the rate of absence due to certain reasons or permits totaled 17 years, and absenteeism due to illness was 59. It can also be seen that the number of employees who did not enter without permission or alpha was 19. The data shows that there is a movement in the number of employees who are late and absent from work for various reasons or permits each year. Thus it can be concluded that the level of discipline among the employees of the Dewi Sambu Batik Craft Center is still low.

METHOD

This research uses quantitative research methods. According to Sugiyono (2017) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical with the aim of testing the hypotheses that have been set. This research was conducted at the Dewi Sambu Batik Krajinan Center which is located at Jl. Taman Asri Lama No. 1 RT. 2/RW. 5 Cipadu Jaya. South Tangerang City Prohibition. Time This research was carried out for 8 (eight) months starting from January 2022 to September 2022. This research was conducted by coming directly to the company and distributing questionnaires to the employees of the Dewi Sambu Batik Center Tangerang City and the author carried out direct observations of the Dewi Sambu Batik Krajinan Center employees, Tangerang City. Where observations are limited to the subject matter so that attention is more focused on data (real) and relevant

In this study the population of all employees totaled 80 employees of the Dewi Sambu Batik Craft Center, South Tangerang City, in table 4 as follows:

Table 4. Population

No	Position	Amount
Owner		
1.	Advisor	1
2.	Corporate leaders	1
Employee		
3.	Procurement of goods	4
4.	Patterns and Cuts	8
5.	Sew	10
6.	Finishing	5
7.	Order	2
8.	Embroidery	6

9.	Design	5
10.	Newspaper place	2
11.	Warehouse	3
12.	Quality Control	3
13.	Showroom	4
14.	Counter	3
15.	Retailer	4
16.	Cast Preparation	4
17.	Agent	4
18.	Transport Display	4
19.	SPG	5
20.	Finance	2
21.	Administration	2
Amount		80

Source: Dewi Sambi Batik Craft Center (2022).

The author uses saturated sampling, with a total of 80 employees of the Dewi Sambi Krajinan Batik Center, South Tangerang City.

In this study, to calculate the level of validity, reliability, classic assumption test and multiple regression, it was carried out using software tools for the Statistical Package for Social Science (SPSS) program for window version 26. Multiple linear regression analysis is a statistical technique used to find regression equations that are useful for predicting the value of the dependent variable based on the values of the independent variables and looking for possible errors and analyzing the relationship between the dependent variable and the independent variables together. A

According to Sugiyono (2017: 277) argues "regression analysis is used to predict how the value of the dependent variable changes if the value of the independent variable is increased/decreased." This relationship model is arranged in a function or multiple regression equation as follows:

$$Y = a + b_1.X_1 + b_2.X_2$$

Information:

- Y = dependent variable (in this study is Employee Performance)
- a = constant number, is the bound value which in this case is Y when the independent variable is constant or 0 (X1, X2 = 0)
- b1 = X1's multiple regression coefficient on the dependent variable Y, if the independent variable X2 is considered constant
- b2 = The coefficient of multiple regression X2 on the dependent variable Y, if the independent variable X1 is considered constant
- X1 = Independent Variable (X1) in this study is compensation
- X2 = Independent Variable (X2) in this study is work discipline

RESULTS AND DISCUSSION

Business Overview

Dewi Sambi Batik Craft Center, a company that belongs to the small and medium enterprises (SMEs) group, is a company engaged in the production and trade of various handicrafts made from woven, batik and lurik. The Dewi Sambi Batik Krajinan Center was formed in order to meet the community's need for quality, artistic value at affordable prices. Dewi Sambi Batik Craft Center was founded by Wijastuti on April 3 2002, at the beginning of its establishment the Dewi Sambi Batik Craft Center was only a home business that had one employee and was located on a small contracted land, its business activities were started only for small-scale orders.

In 2004, the Dewi Sambi Batik Craft Center bought land not far from the contract, and then expanded it in 2005, and the Dewi Sambi Batik Craft Center began to participate in exhibition events that strengthened the Dewi Sambi Batik Craft Center in the field of production and trade which then developed to accept wholesale orders in large quantities from all over Indonesia as well as requests for export products. Currently the Dewi Sambi Batik Craft Center has a showroom and a production building located on Jl. Taman Asri Lama no.1, Cipadu Jaya, Larangan, Tangerang City. In addition, the Dewi Sambi Batik Craft Center also has several rental counters in Jakarta, Tangerang, Surabaya, Mataram and Makassar to reach consumers. Several potential agents are also scattered throughout Indonesia.

Dewi Sambi Batik Craft Center regularly participates in exhibitions held in Jakarta. Among them are in Slipi Jaya and Gajah Mada Plaza which are located in West Jakarta, Bintaro Plaza, Cilandak Town Square, Cinere Mall, and several other places. The Dewi Sambi Batik Craft Center is also working together, or often referred to as fostered partners, with the National Gas Company (PGN), the Cooperative Industry and Trade Department (Deperindagkopar), the Tangerang City National Crafts Council (Dekernas), and the Ministry of UKM. Currently, the Dewi Sambi Batik Craft Center has regular suppliers, most of whom are in the Pekalongan area, and a few are scattered in Malang and Jogjakarta. As a small business that develops in the community and devotes itself to local government, the Dewi Sambi Batik Craft Center has a vision and mission in running its business.

The vision of the Dewi Sambi Batik Craft Center in running its business is:

1. Become the driving force for micro, small and medium enterprises
2. Supporting government programs to expand employment opportunities for people of productive age.

The mission of the Dewi Sambi Batik Craft Center is to produce and market woven and batik crafts by maintaining quality, dynamic play products along with the times.

Characteristics of Respondents

Respondent characteristics aim to display the relevant information contained in the data. This section will provide an overview of the respondents, which can be seen from the following age groups:

Table 5. Age of Respondent

No	Age of Respondents	Frequency	
		Person	Percentage
1.	20-30	40	55,7%
2.	31-40	25	30
3.	41-50	15	14,3%
Amount		80	100%

Source: Dewi Sambi Batik Craft Center (2022).

Based on the age characteristics of the respondents in table 4.1, it shows that there are 40 respondents aged between 20-30 years with a percentage of 55.7%, respondents aged between 31-40 years are 25 people with a percentage of 30%, respondents aged between 41-50 years as many as 15 people with a percentage of 15%. So it can be concluded that the average age of respondents is 20-30 years.

Table 6. Gender of Respondent

No	Gender	Frequency	
		Person	Person
1.	Woman	41	53,8%
2.	Man	39	46,2%
Amount		80	100%

Source: Dewi Sambi Batik Craft Center (2022).

Based on table 6, it is known that based on the gender group of female respondents there were 42 people with a percentage of 53.8%, while there were 38 male respondents with a percentage of 46.2%.

Validity and Reliability Analysis

Validity is a measure indicating that an instrument is declared correct. Validity testing can be done by correlating between instrument item scores in a factor, and correlating factor scores with the total score. The results of the validity test of each statement item can be known through the SPSS output as follows.

Table 7. Employee Performance Validity Test Results

Question	R _{Count}	R _{table}	Info
1	0,626	0,220	Valid
2	0,612	0,220	Valid
3	0,419	0,220	Valid

4	0,770	0,220	Valid
5	0,505	0,220	Valid
6	0,469	0,220	Valid
7	0,572	0,220	Valid
8	0,621	0,220	Valid

Source: Processed Data (2022).

Based on table 7 it shows that all questions in the Employee Performance variable are Valid. It can be seen that the Pearson correlation rcount for each question item is greater than the rtable value with a significant level for all question items.

Table 8. Compensation Validity Test Results

Question	R _{Count}	R _{table}	Info
1	0,664	0,220	Valid
2	0,745	0,220	Valid
3	0,632	0,220	Valid
4	0,638	0,220	Valid
5	0,697	0,220	Valid
6	0,637	0,220	Valid
7	0,548	0,220	Valid
8	0,545	0,220	Valid
9	0,408	0,220	Valid
10	0,432	0,220	Valid

Source: Processed Data (2022).

Based on table 8 it shows that all questions in the Compensation variable are Valid. It can be seen that the value of the Pearson correlation rcount for each question item is greater than the rtable value with a significant level for all question items.

Table 9. Work Discipline Validity Test Results

Question	R _{Count}	R _{table}	Info
1	0,631	0,220	Valid
2	0,782	0,220	Valid
3	0,883	0,220	Valid
4	0,862	0,220	Valid
5	0,904	0,220	Valid
6	0,902	0,220	Valid
7	0,869	0,220	Valid
8	0,882	0,220	Valid
9	0,876	0,220	Valid
10	0,701	0,220	Valid

Source: Processed Data (2022).

Based on table 9 it shows that all questions in the Work Discipline variable are Valid. It can be seen that the Pearson correlation rcount for each question item is greater than the rtable value with a significant level for all question items.

Furthermore, the reliability test is carried out, the reliability test is a tool for measuring a questionnaire or questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable, if the answers from respondents or students to reality are consistent or stable from beginning to end or from time to time. The method used by researchers in conducting reliability tests uses the Cronbach Alpha statistical test. The criteria for an instrument are said to be reliable, if the values obtained in the testing process with the Cronbach Alpha statistical test are greater than 0.6, but if the results are less than 0.6, then it is declared unreliable.

Table 10. Reliability Test

Variable	Cronbach's Alpha	N of Items
Employee Performance	0,714	8
Compensation	0,782	10
Work Discipline	0,950	10

Source: Processed Data (2022).

Classic Assumption Test

This classic assumption serves as the basis or starting point in solving research problems, as well as being a source for formulating hypotheses. Before the data was analyzed, the authors tested the prerequisite analysis, namely the normality test, homogeneity test and linearity test.

1. Normality Test

Analysis of the normal distribution is a preliminary analysis and a prerequisite regarding the suitability of statistical analysis techniques that can be used for hypothesis testing.

Graph analysis in this study by looking at the Histogram graph which compares the observation data by looking at the probability plot which compares the cumulative distribution of the normal distribution. If the residual data distribution is normal, then the line that describes the actual data will spread and follow the diagonal line or the histogram graph shows the normal distribution pattern.

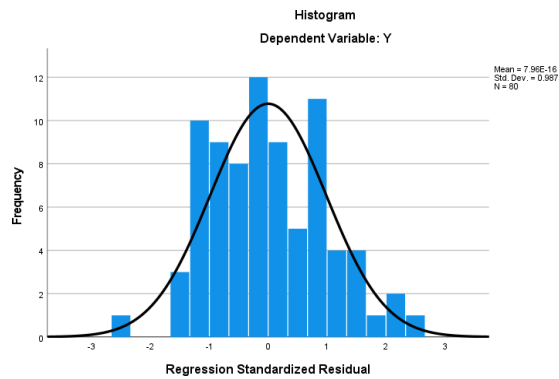


Figure 1. Histogram Normality Test Results

In Figure 1 the histogram graph can be seen that the residuals are normally distributed and symmetrical in shape and do not deviate to the right or left.

Apart from looking at the normal probability graph, another statistical test plot that can be used to test the normality of the residual is by looking at the Kolmogorov-Smirnov table, the data can be said to be normally distributed if the significant value is more than 0.05.

Table 11. Kolmogorov-Smirnov Normality Test Results One-Sample Kolmogorov Test

Unstandardized Residual			
N			80
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		2.74620982
Most Extreme Differences	Absolute		.068
	Positive		.068
	Negative		-.041
Test Statistic			.068
Asymp. Sig. (2-tailed) ^c			.200 ^d
Monte Carlo Sig. (2-tailed) ^d	Sig.		.465
	99% Confidence Interval	Lower Bound	.452
		Upper Bound	
	95% Confidence Interval	Lower Bound	.478
Upper Bound			

- 1) Test distribution is normal
- 2) Calculated from data
- 3) Lilliefors Significance Correction
- 4) This is a lower bound of the true significance
- 5) Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source: Processed Data (2022).

In table 11, above it shows that the Kolmogorov-Smirnov test has a statistical value of 0.478 greater than 0.05, so it can be said that the residuals are normally distributed.

2. Multicollinearity Test

The multicollinearity test aims to test whether there is a correlation between the independent variables in the regression model. To predict whether there is multicollinearity in the regression model, it can be seen from the tolerance value < 0.10 or > 10 variance inflation factor (VIF). The results of the multicollinearity test are shown in the following table.

Table 12. Multicollinearity Test

Model	Collinearity	Statistics
	Tolerance	VIF
(Constant)		
Compensation	.747	1.339
Work Discipline	.747	1.339

Source: Processed Data (2022).

In table 12, it can be seen that the tolerance value of 0.747 is greater than 0.10 which means it is free from multicollinearity problems. And the results of calculating the VIF value also show the same thing, namely the independent variable has a VIF value of 1.339 less than 10. So it can be concluded that there is no multicollinearity problem between the independent variables in the regression model in this study.

3. Autocorrelation Test

This test is carried out to test a model whether the confounding variables of each independent variable influence each other. The results of the autocorrelation test are as follows:

Table 13. Autocorrelation Test

Model	R	R Square	AdjustedR Square	Std. Error of the estimate	Durbin-Waston
1	.787 ^a	.610	.610	2.782	2.272

Source: Processed Data (2022).

Table 13, from the test results using the Durbin–Watson test for the residual regression equation, the d-count is 2.272. As a general guideline, the Durbin–Watson range is 0 and 4. If the value of the Durbin–Watson statistical test is less than one or greater than three, then the residuals or errors from the multiple regression model are not independent or autocorrelation occurs. So based on the Durbin–Watson statistical test scores in this study were above one and below three (2.272) so there was no autocorrelation.

4. Heteroscedasticity Test

The Heteroscedasticity Test aims to determine whether in the regression model there is an inequality of variance from one residual observation to another. If the independent variable is significant it has a value < 0.05 , there is a heteroscedasticity disorder, and vice versa. Meanwhile, if the distribution of data on the scatter plot is regular and forms a certain pattern (up and down, grouped into one) then it can be concluded that there is a Heteroscedasticity problem.

Table 14. Heteroscedasticity Test Results -Glejser Coefficients

model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	1.285	1.255		1.024	.309
	Compensation	-.004	.021	-.028	-.211	.834
	Work Discipline	.029	.037	.100	.762	.449

Source: Processed Data (2022).

Table 14 shows that the significant variable has a value of > 0.05 with a compensation result of 0.834 and work discipline of 0.449, so heteroscedasticity does not occur.

Regression Analysis

Multiple linear regression analysis is a statistical technique used to find regression equations that are useful for predicting the value of the dependent variable based on the values of the independent variables and looking for possible errors and analyzing the relationship between the dependent variable and the independent variables together, with the formula $Y = a + b_1.x_1 + b_2.x_2$ as follows.

Table 15. Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	6.032	2.195		2.749	.007
	Compensation	.160	.037	.352	4.327	.001
	Work Discipline	.443	.066	.549	6.751	.001

a. Dependent Variabel : Employee Performance.

Source: Processed Data (2022).

Table 15 It is known that $Y = 6.035 + 0.160 + 0.443$, a value of 6.035 is a constant or a state when the Performance variable (Y) has not been influenced by other variables, namely Compensation variables (X1) and Work Discipline (X2), if the independent variable is not present then the variable Performance has not changed.

1. b_1 (the value of the regression coefficient X1) is 0.160, indicating that the compensation variable has a positive influence on performance, which means that every 1 unit increase in the compensation variable affects performance by 0.160, assuming that other variables are not examined in this study. The results of the t test (partial) show that the significant value of Compensation (X1) on Employee Performance (Y) is $0.001 < 0.05$ and the t value is $4.327 >$ the t table value is 1.991 then H_0 is rejected and H_a is accepted. This means that there is a significant effect of compensation on employee performance.

2. b2 (regression coefficient X2) of 0.443, indicating that the work discipline variable has a positive influence on performance, which means that every 1 unit increase in the work discipline variable affects performance by 0.443, assuming that other variables are not examined in this study. The results of the t test (partial) show that the significant value of work discipline (X2) on employee performance (Y) is $0.001 < 0.05$ and the t count value is $6.751 >$ the t table value is 1.991 then H_{o2} is rejected and H_{a2} is accepted. This means that there is a significant effect of Work Discipline (X2) on Employee Performance (Y).

Table 16. ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	970408	2	485204	62,708	<,001 ^b
	Residual	595.792	77	7.738		
	Total	1566.200	79			

a. Dependent Variable: Employee Performance.

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

Source: Processed Data (2022).

Table 16 It is known that the significant value of Compensation (X1) and Work Discipline (X2) on Employee Performance (Y) is $0.001 < 0.05$ and F count $62.708 >$ F table value 3.1. This proves that H_{03} is rejected and H_{a3} is accepted. This means that there is a significant influence of Compensation and Work Discipline on Employee Performance.

Correlation Coefficient and Determination

Analysis of the correlation coefficient is intended to determine the level of relationship between the independent variables and the dependent variable either partially or simultaneously. According to Sugiyono (2017: 274) the Pearson correlation equation is stated as follows.

Table 16. Correlation Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.787 ^a	.610	.610	2.78165

Source: Processed Data (2022).

Table 16, the correlation coefficient value of Compensation and Work Discipline on Performance is 0.787 based on the guidelines for interpretation of the correlation value in the range of "0.600-0.799" which means the level of relationship between Compensation and Work Discipline on Performance is at a strong level. Table 16 shows the results of the R square coefficient (R^2) of 0.610 or 61.0%. The conclusion is that the magnitude of the influence of compensation and work discipline on employee performance is 0.610 (61.0%).

CONCLUSION

The results of the research conducted to determine the effect of compensation and work discipline on employee performance at the Dewi Sambi Batik Craft Center, Tangerang City, can be concluded as follows:

1. There is a significant effect of Compensation on Employee Performance, The lowest statement of compensation is the Policy Compensation indicator, namely the statement "leaders will reward high-achieving employees" which only achieves a score of 2.80. To be even better, companies must pay attention to aspects of compensation policies so that employees have more enthusiasm and motivation to work.
2. There is a significant effect of Work Discipline on Employee Performance, The lowest employee discipline is on the Leader Example indicator, namely the statement "the leader where I work is able to invite his members to work in a solid and harmonious team" which only achieves a score of 3.20. To be even better, companies must pay attention to the exemplary aspects of leaders so that employees feel fair and obey the rules that apply in the company.
3. There is a significant simultaneous influence of Compensation and Work Discipline on Employee Performance. The factors that affect employee performance at the Dewi Sambi Batik Craft Center, in this study only consist of independent variables, namely Compensation and Work Discipline, while of course there are many other factors that also contribute. The sample used is only 80 respondents and sometimes the answers given by respondents may still not show the real situation. For this reason, future researchers would be even more comprehensive if other methods were added, such as interviews to make them more accurate and to add other variables. The 38.0% level of influence was influenced by other factors that the researchers did not do.

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