



The Influence of Work Discipline, Motivation and Compensation on Employee Work Achievement in the Personnel Agency and Human Resource Development Buru district

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ABSTRACT

This research was conducted with the aim to find out whether Work Discipline, Motivation and compensation have a partial effect on employees performance at the Employment and Human Resources Development Agency of Buru Regency, Maluku Province, the research method used is causal associative analysis method with quantitative techniques. The data used in this study are primary data and secondary data. The population in this study amounted to 54 people who were all ASN at the Employment and Human Resources Development Agency, Buru Regency, Maluku Province. The sampling method used is saturated or census sampling. The results of this study indicates that Work Discipline, Motivation and compensation simultaneously have a positive and significant effect. The regression transformation coefficient X1 or for the discipline variables is 0.243 with a significance number of 0.026, this value is smaller than $\alpha = 5\%$ ($0.026 < 0.05$) and the t- count $>$ t- table value is $2.287 > 1.67356$. The coefficient value is positive and partially has a significant effect on work performance (Y). The regression transformation coefficient X2 or for the motivational variables is 0.309 with a significance number of 0.006, this value is smaller than $\alpha = 5\%$ ($0.006 < 0.05$) and the value of t- count $>$ t- table is $2.857 > 1.67356$. The coefficient value positive and partially has a significant effect on work performance (Y). The regression transformation coefficient X3 or for the compensation variables is 0.267 with a significance number of 0.010, this value is smaller than $\alpha = 5\%$ ($0.010 < 0.05$) and the value of t- count $>$ t- table is $2.672 > 1.67356$. The coefficient value positive and partially significant effect on work performance (Y).

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INTRODUCTION

Human resources are central figures in organizations and companies. The higher the ability of employees, the higher the organizational performance. Conversely, the lower the employee's ability, the lower the organizational performance. In order for management activities to run well,

organizations must have competent or highly capable employees to manage the organization as optimally as possible so that employee performance increases. by him that for reach condition the needed *knowledge management source power human*.

Organization very need science of human resource management, where HR Management can regulates the relationship and role of employees who are government servants and community servants who are expected to be able to create good public services and a state administration system that works professionally , efficiently and effectively. In the a Organization Human resource is the most important part of overall resource management. With Thus the role of government can run optimally. A The Regional Apparatus Organization really expects all of its employees to have motivation in carrying out their duties function, us know that employee motivation really helps device organizations area to achieve the desired output.

Besides motivation employees, while the application of work discipline is the thing it should be implemented by the organization to employees, with thereby the more discipline employee so will create capable organization compete in the digitalization era like now this, where with the ongoing COVID-19 pandemic this besides employee must discipline they should too motivated with thereby employee could work in a professional, efficient and accountable manner.

Discipline showing appreciative attitude employee to applicable company rules and regulations. Good resource is resources that have discipline well, the resource is not have discipline good so resource the rated not enough ok . Employee who owns performance good is disciplined employee as well as have motivation with thereby be perfect a organization that has employee with attitude thereby in Century pandemic like now this. However thereby employee who has attitude discipline as well as always motivated usually company already give adequate compensation needs his daily life.

Compensation is all income money, goods no directly, and goods directly received by employees as employee the already doing the task, and who delivers compensation is the Company according Hasibuan (in Julianti, 2016) et al. Organization / Company always give compensation based on burden work, compensation provided by the Organization /Company to his employees will give impact capable positive give profit, either for Organizations / Companies and Employees, because with exists Compensation employee will spurred for achieve and work really.

Article 4 PP Number 46 of 2011 which regulates about Performance work explain that mandatory for every civil servant reach Performance the expected work, including civil servants can reach target Work employee and own Behavior Nice job. This explained in Article 17 PP Number 46 of 2011 concerning score performance work.

Problems and Strategic Issues Bkpsdm Kab. Buru, from the results of Problem Identification Based on the Regulation of the Buru Regent Number 63 of 2016 concerning the Duties and Functions of the Buru Regency Personnel and Human Resources Development Agency, the distribution and placement of ASN is not evenly distributed and does not match competence, this is very much felt in various OPDs in Buru district, Many OPDs have only 14 state Civil Apparatuses, such as the Tourism Office of Buru Regency, whereas there are several OPDs that have ASN above 40 to 50 employees such as the Secretary of the Council, the Public Works Service, the Agriculture Service and others. The low level of employee work discipline can be a lack of ASN participation in leadership education and training but have been appointed as echelon 3 and 4 echelon officials, so that the level of awareness and care is very lacking in addition to this also because of the proximity factor to higher officials so that ASN it feels great. Various problems arise and even lack of motivation, Work Discipline, Innovation and Compensation greatly affect the achievement of the desired work performance in accordance with applicable regulations, so that in this study the researcher was interested in taking the title The Effect of Work Discipline, Motivation and Compensation on the Work Performance of Civil Servants at the Agency. Personnel and Human Resources Development of Buru Regency.

There are several Study former to be ingredient consideration, fine about Influence Discipline, Influence Motivation nor influence Compensation to performance work clerk, that is as following : Variable discipline work on research from Husain, Bachtiar Arifudin. (2018) discipline work take effect positive and significant to performance work employee at PT. Danamon Bank Tbk . Bintaro branch. Variable Motivation Work research from Yani Hartanti (2016) Work motivation simultaneously has a significant influence on employee performance at PT. Pawnshop Sharia Palembang Branch. Variable Research compensation from Sulistio Chushartadi (2019) Compensation is known take effect positive and significant to the performance of employees in the Department of Energy Bandung district work.

RESEARCH METHOD

In my research will do using associative research causal with quantitative and qualitative techniques. associative research is research that aims to determine the relationship Among two variables or more Sugiyono (2016:55). This research was conducted at the Personnel Agency and Development Source Power Man Buru district Jl. Nuku Sultan No 10 Namelea. This research was carried out in accordance plan beginning that is in November Year 2021 to completion. Formulation of the problem that has been determined, by him that my research do limited by factors - factor among others , namely : The independent variable (*independent*) consists of Work Discipline (X_1), Motivation (X_2), Compensation (X_3) as well as the dependent variable (*dependent*) is work performance (Y).

Study this use Measurement of the Likert Scale variable , As for opinions expert among them that is Sugiyono (2017:134) states that Likert scale could worn in measuring attitudes, as well as opinions and perceptions of a person or group of people about social phenomena that occur in the world of work .

The population in this study is development agency civil servants Source Power Man Buru district, numbering 54 people. Sampling using saturated / census sampling technique, where Civil Servants in the Development Agency Source Power Man Buru District only numbered 54 People, then whole Population the made Sample Research.

Testing data quality one of them was tested namely:

1. Validity Test, and
2. Reliability Test, meanwhile

Assumption Test Classic that is conducted test:

1. Normality Test
2. Multicollinearity Test
3. Heteroscedasticity test and
4. Autocorrelation Test

While the Analysis Technique that is use :

1. Method analysis descriptive and
2. Analysis Multiple Linear Regression.

Conceptual Framework

The Effect of Work Discipline on Work Performance

Kindly empirical, research conducted by Husain, Bachtiar Arifudin. (2018) explained that effective work discipline positive and significant to employee performance. Employee who owns performance good work already goods of course employee the very Discipline. Because of discipline Becomes gauge measuring first in evaluate performance every employee by him that the more tall discipline employee the more tall his achievements. Discipline can improve work performance because discipline involves elements of obedience, obedience in carrying out work. As stated by (Sutrisno, 2012) states that discipline is a force that develops within the employee's body and causes employees to adjust voluntarily to decisions, regulations, and high values of work and behavior. Based on explanation theoretical and empirical, concluded hypothesis as following, namely:

H 1 : Work Discipline has a positive and significant effect on work performance.

The Effect of Work Motivation on Work Performance

Kindly empirical, research conducted by Yani treasure (2016) explains that Work motivation simultaneously gives a significant influence on employee performance. Motivation could push employee for work more good, Motivating employees in carrying out their work always conducted Organization / company with facilitate employee with needs mode transportation, occupancy, so employee motivated for work more good and accomplished.

Based on explanation theoretical and empirical, concluded hypothesis as following, namely:

H 2 : Motivation has a positive and significant effect on work performance.

Effect of Compensation on Work Performance

Kindly empirical, research conducted by Husain, Sulistio Chushartadi (2019) explain that Compensation effect positive and significant to employee performance. Mature this almost whole company nor agency Government attempted hard for give appreciation for outstanding employees kind and with integrity as gratitude love from company / agency to employee. According to (Panggabean, 2019: 6.1) Compensation is form awards received employee as reply service on their contribution give to organization. Almost same According to (Onsardi, 2018) Compensation is a form of remuneration for employees provided by the company / agency. Employee will work with full thoroughness and passion high, if compensation received could fulfill needs a day day (Suswirdiji, 2012).

Based on explanation theoretical and empirical, concluded hypothesis as following, namely :

H 3 : Compensation has a positive and significant effect on work performance.

Influence Discipline Work, Motivation, and Compensation to Performance Work

Performance work is base achievement destination from a Organization Regional Devices, more and more good porous work employee eat will the more good achievement destination organization. According to (syaripudin, 2018) Achievement work is results work individual or group in the implemented organization in accordance with target work organization in framework reach a destination organization with without violate established standard operating procedures. Very many factors influence increasing performance work. achievement performance good work if whole his employees obey whole standard operating procedures that have been set organization. this aligned with opinion (Arianty, 2016) quality employees is working employees with truly with good output as well as able motivating other employees too achievers good in work so that really needed by a organization, company or government agency for reach goal.

H 4 : Discipline Work, motivation and compensation have a positive and significant effect on work performance.

RESULTS AND DISCUSSIONS

Hypothesis testing t test (Partial)

Table 1. t test (Partial)

Coefficients ^a					
Model	Unstandardized Coefficients		standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	5,235	2,619		1999	0.051
Discipline	0.243	0.106	0.241	2,287	0.026
Motivation	0.309	0.108	0.399	2,857	0.006
Compensation	0.267	0.100	0.318	2,672	0.010

$$Y = 5.235 + 0.243X_1 + 0.309X_2 + 0.267X_3$$

The regression equation above explains the effect of the independent variables namely discipline, motivation and compensation on achievement Employee work Employment Agency and Development Source Power Man Buru district as following :

1. From the multiple linear regression equation above, it can be seen that the constant value is 5.235 . This shows that performance has a value of 5.235. If the independent variables (discipline, motivation and compensation) have no effect/zero value.
2. The regression transformation coefficient X_1 or for the discipline variable is 0.243 with a significance number of 0.026, this value is smaller than $\alpha = 5\%$ ($0.026 < 0.05$) and the t-count > t-table value is $2.287 > 1.67356$. The coefficient value is positive and partially has a significant effect on achievement Work (Y).
3. Motivational variable is 0.309 with a significance number of 0.006, this value is smaller than $\alpha = 5\%$ ($0.006 < 0.05$) and the value of t-count > t-table is $2.857 > 1.67356$. The coefficient value positive and partially has a significant effect on achievement Work (Y)
4. Compensation variable is 0.267 with a significance number of 0.010, this value is smaller than $\alpha = 5\%$ ($0.010 < 0.05$) and the value of t-count > t-table is $2.672 > 1.67356$. The coefficient value positive and partially has a significant effect on achievement Work (Y).

Coefficient of Determination (R^2)

Table 2. Coefficient of Determination
Summary Model ^b

Model	R	R Square	Adjusted R Square
1	.882 ^a	.778	.765

a. Predictors : (Constant), Compensation, Discipline, Motivation

b. dependent Variable : Achievement Work

The estimation results obtained the coefficient of determination which has been adjusted for *R Square* of 0.778 thus the dependent variable is Achievement Work is influenced by the independent variables of discipline (X_1), motivation (X_2), and compensation (X_3) of 77.8%. While the remaining 22.2% is influenced by other variables outside the research.

Discussion

The Effect of Work Discipline on Work Performance

The results of this study stated that the regression coefficient X_1 or the discipline variable was 0.243, a significance number of 0.026, this value was smaller than $\alpha = 5\%$ ($0.026 < 0.05$) and the t-count > t-table value was $2.287 > 1.67356$. Where the coefficient value is positive and partially has a significant effect on work performance (Y), then the hypothesis H_0 is rejected and H_a is accepted.

The Effect of Motivation on Work Performance

The results showed that the regression coefficient X_2 or for the motivational variable was 0.309 with a significance number of 0.006, this value was smaller than $\alpha = 5\%$ ($0.006 < 0.05$) and the value of t-count > t-table was $2.857 > 1.67356$. The coefficient value is positive and partially has a significant effect on work performance (Y), this means that the H_0 hypothesis is rejected and H_a is accepted. These results are in accordance with the research conducted by Sadarman and Fitriani, (2017), Mangngi, et al, (2018), Yatipai, and Astuti, (2020), Mutaqin and Naraga (2022),

Effect of Compensation on Work Performance

The results of this study indicate that the regression coefficient X_3 or for the compensation variable is 0.267 with a significance number of 0.010, this value is smaller than $\alpha = 5\%$ ($0.010 < 0.05$) and the value of t-count > t-table is $2.672 > 1.67356$ The coefficient value is positive and partially has a significant effect on work performance (Y), which means that H_0 is rejected and H_a is accepted. The results of this study support research conducted by Ridhon MB Simangunsong, Artha Tobing and Siagian (2020); Nuraeni, Roni Herison and Muhammad Fachmi (2021); Primary Y and Jaenab (2021), who found that compensation affects work performance.

Influence Discipline Work, Motivation and Compensation to Performance Work

Research results showing that the constant value is 5.235. This shows that performance has a value of 5.235. If the independent variables (discipline, motivation and compensation) have no effect/zero value.

CONCLUSION

Based on results data analysis and discussion that has been exposed. Discipline plays a role in influencing the work performance of the Buru Regency Personnel and Human Resources Development Agency employees. The better the enforcement of Discipline which is reflected in complying with organizational rules, namely (compliance with all organizational regulations, effective use of time, responsibility in work and assignments and the level of absenteeism will further encourage the improvement of the work performance of the Buru Regency Personnel and Human Resources Development Agency). Motivation contribute to upgrade performance work. The more good gift reflected motivation from gift needs physiological, sense of security, sense of belonging, price self, self actualization will the more push enhancement Performance work employees of the Staffing and Development Agency Source D yes M human district B ur u. Compensation take effect significant in to enhancement performance work. The more good gift compensation requested employee from gift Adequate salary, adequate benefits needs a day day, incentive in accordance burden work, gift health insurance, as well as the provision of office facilities will further encourage increased work performance of employees of the Buru Regency Personnel and Human Resources Development Agency. The results of the study show that Work Discipline, Motivation, and Compensation simultaneously have a positive and significant effect on Work Performance, therefore if the Organization is getting better at implementing Employee Work Discipline, motivating employees, and the more appropriate the organization is to provide compensation to employees, it will increase the work performance of Agency employees. Buru District Personnel and Human Resources Development

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