GOLDEN RATIO

HUMAN RESOURCE MANAGEMENT | RESEARCH ARTICLE

The Effect of Work Discipline and Compensation on Employee Productivity (A Study at PT. Tani Tangkas Makmur, Palopo City)

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ABSTRACT
Study the quantitative discipline of work and compensation to productivity Among Employees at PT. Tani Tangkas Makmur, Palopo City . Using a saturated sampling technique, data were collected through a questionnaire from 55 respondents and analyzed with SPSS version 25. The results show that, to some extent, good discipline, Work, and compensation are influential and have a significant positive effect on productivity. Simultaneously, they also have a significant positive influence. Implications study. This upholds the importance of improving discipline. Work through the implementation of proper policies and procedures, as well as giving adequate compensation in accordance with employee performance.

Keywords: Discipline Work, Compensation, Productivity Employee.
JEL Code: E44, F31, F37, G15

I.   Introduction

Competition is a growing business with strict demand management. The power company optimally utilizes guard sustainability in its business. Source Power Man is one of the most important elements in the company because of its crucial role in creating superiority and competitiveness (Kasumawati, 2018). Individuals who work in companies as planners, thinkers, and movers to reach objectives are categorized as source Power human beings. The importance of management source Power Man emphasized for effectiveness and efficiency in Work increases to reach company objectives (Samsuni, 2017). The role of employees determines the success of a company. Goal company No achieved. If talents are possessed, they are not managed well. A skilled and efficient workforce shows a direct impact on a company's success. Job No is the only thing given to employees because the company also strives to fulfill their needs for the sake of

creating happiness in the workplace. Fulfillment requires a push to improve employee performance, which is then considered very productive by the company.

Productivity is considered a key factor in ensuring the sustainability of an operational business company (Harliawan et al., 2017). Productivity level, sound in both individual and collective ways, is stated as a determinant of the success of an organization (Prabawa & Supartha, 2017). Employees are called productive if they are capable of showing performance as well as finishing duties and responsibilities promptly (Ananta & Andyani, 2016). High value is given to productive employees because of their significant contribution to the achievement of the organization's objectives (Mulyadi, 2010). Improving productivity is influenced by disciplined work. Ability to arrange yourself so that your behavior is still in accordance with the hope explained as meaning discipline (Mangkunegara & Octorend, 2015). Performance improvement, leading to enhanced productivity, was observed in a study by Hafid (2018) when discipline was introduced to employees. Reflection from not quite enough responsibility, attitude, behavior, and action in Work demonstrated by disciplined employees (Maduka & Okafor, 2014). The decreased productivity seen in employees who came late, breaking the law regulations, shows low work morale. An impact significant to productivity and organizational stability caused by a lack of discipline among employees (Sibarani, 2018).

Compensation is recognized as one of the other factors that influence employee productivity. Rewards on contributions made to the organization are defined as compensation (Aprilliansyah et al., 2018). Productivity increases through giving effective awards, as explained by Yamoah (2013). Potential individual employees are optimized through compensation given, so that the company recognizes each person's abilities. Motivation and enthusiasm are revitalized through incentives, resulting in a tangible increase in productivity. Increase the performance and productivity of employees in a way that is overall produced from compensation provided outside wages (Kusuma et al., 2015). PT has promoted the employee. Tani Tangkas Makmur in Palopo City is a strategy designed to increase productivity. Motivation at Work has improved through the provision of compensation in the form of allowances, big bonuses, and rewards for employee achievement. Awards for discipline work have also been given to employees who demonstrate good attendance and optimal performance. The company has achieved its sustainability and effectiveness objectives through its approach.

The study was carried out at PT. Tani Tangkas Makmur, located in Palopo, focuses on producing and exporting grass sea, employing 55 people. Survey results show that there are still employees who are not disciplined and have difficulty concentrating at work. Indicator condition is seen from the achievement of Work monthly and the level of presence that has not been in accordance with the provisions. Suboptimal performance is evident in some employees' behavior, including a lack of work, which has a negative influence on the productivity of PT. Tani Tangkas Makmur, Palopo City . The activities company and the results expected work. No can be achieved optimally if conditions are met. Keep going, continues. Previous research has revealed inconsistencies in empirical findings regarding the impact of work discipline on productivity. For example, Hasibuan et al. (2022) found a positive and significant effect, Saleh & Utomo (2018) found no significant effect, and Al Amin (2015) reported a minimal effect. Similarly, the results of research on compensation are very diverse: Agustina et al. (2023) and Utami & Askiah (2021) reported a positive and significant effect, while Rianda & Winarno (2022) concluded that rewards (compensation) had no significant effect on performance. Furthermore, no research has specifically explored these two variables (work discipline). And compensation) in the context of PT. Tani Tangkas Makmur in Palopo City; therefore, this study aims to fill this gap by examining the partial and simultaneous influence of both on employee productivity within the company.

Based on existing problems, the formulation of problems in the study is as follows:

a. Whether discipline is influential to the productivity of employees at PT. Tani Tangkas Makmur, Palopo City ?
b. Whether compensation is influential on the productivity of employees at PT. Tani Tangkas Makmur, Palopo City ?
c. Whether discipline, work, and compensation are influential in a way that is simultaneous to the productivity of employees at PT. Tani Tangkas Makmur, Palopo City ?

Based on the matter said, then as for the objectives of the research, these are:

a. For testing and analyzing the influence of discipline on the productivity of employees at PT. Tani Tangkas Makmur, Palopo City
b. To test and analyze the influence of compensation on the productivity of employees at PT. Tani Tangkas Makmur, Palopo City
c. For testing and analyzing the influence in a way that is simultaneous between discipline work and compensation to productive employees at PT. Tani Tangkas Makmur, Palopo City

II. Literature Review and Hypothesis Development

2.1. Foundation Theory

a. Discipline Work

Discipline Work has functioned as a means for managers to interact with employees, encouraging change in behavior and improving understanding and readiness among individuals to comply with all socially defined rules and norms (Sutrisno, 2016). Indicators of discipline Work have been explained by Agustini (2011), namely:

1) Attendance rate
2) Procedures Work
3) Obedience to superiors
4) Awareness Work
5) Not quite enough answers

b. Compensation

All over results income, good in the form of money, goods, or various allowances, have been entered to cover compensation received by employees as a reply for services that have been given to the company or institutions (Sinambela, 2016). Awards, financial services, and benefits. No tangible items have also been considered as part of the compensation received in connection with the work. Indicator compensation has been explained by Sinambela (2016), namely:

1) Wages and Salaries
2) Incentive
3) Allowance
4) Facility

c. Productivity Employee

Productivity is defined as a comparison between the results achieved (output) and the overall source of Power (input) that employees have utilized in a certain timeframe to reach a specific objective of an organization (Sutrisno, 2016). Indicators of productivity that employees have described by Sutrisno (2016), namely:

1) Ability
2) Increase results achieved
3) Spirit Work
4) Development self
5) Quality
6) Efficiency

2.2. Development Employee

a. Influence Discipline Work on the Productivity of Employees

Discipline is considered one of the key elements that can significantly influence the level of productivity of employees in an organization. The level of responsibility that an individual takes for the work given is reflected in their attitude and discipline (Hasibuan, 2017). Responsibility, high responsibility, accuracy, and commitment to work are more often demonstrated by employees who have good discipline and a good work ethic. Improving productivity is associated with disciplined employees in operating duties and responsibilities, as explained by Labudo (2013). Impact positive on productivity. Work has been affected by the condition, as said. Claim the has reinforced by the results research by Putra et al. (2023), where the influence positive and significant from discipline Work to productivity employees at PT. Bank Sulselbar Parepare Branch has been found.

b. Influence Compensation on the Productivity of Employees

Compensation plays a significant role in influencing employee productivity. Improvement in motivation and enthusiasm that employees have proven can achieve through adequate compensation, which ultimately impacts increasing productivity (Mangkunegara & Octorend, 2015). Motivation, satisfaction at work, and employee productivity have improved through compensation given in the right way. Keep up the spirit. The work employee has improved through receiving fair compensation, as explained by Syafitri & Andri (2023), and the contribution to improved productivity has also been demonstrated. A positive correlation has been shown between compensation and productivity, where an increase in compensation follows an increase in productivity. Findings are supported by the results of a previous study by Ardiansyah et al. (2020), which show that compensation has a positive and significant influence on employee productivity.

c. Influence Discipline, Work, and Compensation on the Productivity of Employees

All forms of reward, good in the form of money or goods, which are given directly or indirectly, including coverage compensation received by employees as a reward for their contribution to the company. Productivity is influenced by various elements, both those originating from the self and from external factors. Some elements that contribute to productivity include enthusiasm, discipline, and compensation. Commitment to an organization to maintain the source of Power, the human reflected through a well-designed compensation program. Tasks that employees can implement in a way that improves effectiveness and productivity can be enhanced when fair and motivating compensation is given (Hasibuan, 2017). Efforts to improve productivity among employees are also achieved through the implementation of discipline at

work. A high level of compliance within the organization is achieved through disciplined work in an effective manner, which has a positive impact on increasing productivity. Findings are reinforced by research previously conducted by Ika & Sitompul (2022), which proves the significant influence of simultaneous discipline work and compensation on productivity among employees at Bank Kalbar Pontianak.

2.3.   Skeleton Conceptual
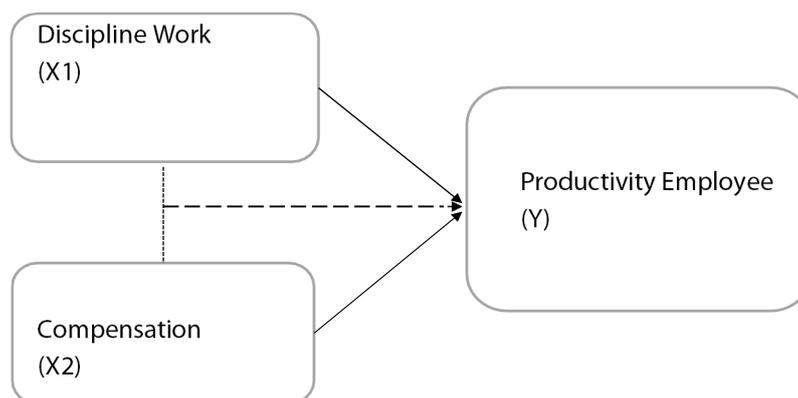
Based on the formulation problem, goal research, and development hypothesis that have been explained above, the hypothesis in the study is as follows:

H1: Discipline Work is allegedly influential, positive, and significant to the productivity of employees at PT. Tani Tangkas Makmur, Palopo City .

H2: Compensation is allegedly positively and significantly influential on the productivity of employees at PT. Tani Tangkas Makmur, Palopo City .

H3: Discipline work and compensation allegedly have an influence on the productivity of employees at PT. Tani Tangkas Makmur, Palopo City .

III.   Research Method

3.1.   Type Study

In this study, this method is chosen because it can produce objective and measurable numerical data to test hypotheses about the influence of discipline on Work and compensation on employee productivity. Instruments structured like questionnaires facilitate efficient data collection and replication research, while technique analysis statistics allow generalization of results to a larger population. Method. This is more suitable compared to the qualitative approach, which is exploratory and contextual, or a method that is a mixture, which, although capable of offering a deeper outlook, requires a larger source and is not always required for an objective study. The objective of this approach is to analyze statistical data and test hypotheses using a questionnaire designed as a data collection tool (Sekaran & Bougie, 2017).

3.2.   Object and Subject Study

Object from study: This is PT. Tani Tangkas Makmur, Palopo City, and the subject of study is all employees who work at PT. Tani Tangkas Makmur, Palopo City .

3.3. Types of Data and Data Collection Techniques

Type of data used in study: This is primary data. Primary data is defined as collected data in a way that is specially tailored for research needs and obtained directly from the location where the event took place (Sekaran & Bougie, 2017). Data collection techniques used in the study include a questionnaire. Data was taken with a method question written on form paper given directly to respondents for answering. The answer obtained was then measured using a Likert scale and used as data by researchers. The Likert scale is the scale used in a study to measure the intensity of agreement of respondents to a representative statement, with opinions ranging from (1) very much not agree to (5) strongly agree, with comparable numbers straight (Sekaran & Bougie, 2017).

3.4. Population and Sample

Population is defined as all individuals, events, or aspects that become the focus of the study based on the data taken from a sample (Sekaran & Bougie, 2017). In this study, the population used as the object is the Employees of PT. Tani Tangkas Makmur, Palopo City . A sample study is a subset of a population consisting of several members selected from the overall population (Sekaran & Bougie, 2017)—in this case, all employees of PT. Tani Tangkas Makmur, Palopo City, has a sample of 55 people, who have been selected as respondents in this study. A retrieval sample is defined as a selection process element from a population so that the characteristics of the sample can be generalized to the population (Sekaran & Bougie, 2017). Sampling technique: samples used in the study. This technique involves taking a saturated sample. The sample-fed-up procedure involves selecting a sample in which all members of the population are included as the sample for research (Sugiyono, 2019). Data collection techniques sample. This was chosen because the population studied was considered relatively small, so the entire population was used as a sample for the study.

3.5. Data Analysis Techniques

a. Instrument Quality Test

Data analysis techniques used in the study began with a quality test instrument. The measurements applied are very decisive in achieving success in research. Testing quality instruments in a study is done through two types of testing, namely validity testing and reliability testing, to measure the extent to which the instrument or questionnaire used is capable of measuring the real thing.

b. Assumption Test Classic

Next, in the technique data analysis, assumptions were tested to prevent existence deviations that could cause bias, allowing the data to be processed accurately. The regression model obtained was valid because it fulfilled the necessary conditions. In this research, testing assumptions is done through three tests: the normality test, the multicollinearity test, and the heteroscedasticity test.

c. Analysis Multiple Linear Regression

Analysis: This is used to know whether the data has a positive influence from independent variables (X) on dependent variables (Y) with a regression model as follows:

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

Information :

    Y   : Variable Productivity Employee
    a   : Constant Value
    b   : Coefficient Regression
    X1 : Variable Discipline Work
    X2 : Variable Compensation
    e   : Standard Error

3.6. Testing Hypothesis

a. T-test (Partial)

Testing hypotheses 1 and 2 in the study. This uses a partial test (t-test), which aims to measure the extent to which the independent variables impact the dependent variable, assuming that other variables remain constant. The results in testing are evaluated by comparing the t-value with the t-table at a significance level of 5% and a degree of freedom (df) of n–k. Good results are seen if the count > t table, which shows that independent variables have a significant influence on the dependent variable.

b. F test (Simultaneous)

Next, testing hypothesis 3rd in the study. This employs a simultaneous test (F-test), which aims to assess the joint influence of independent variables on the dependent variable. The results of the testing are evident from the size mark probability, indicating its significance. Good results can be seen if the mark from probability significance < 5%, which shows that independent variables are simultaneously influential and significant to the dependent variable. In addition to that, basically, the withdrawal conclusion on testing simultaneously is that if the calculated F value is larger than the F table, and the probability is < 0.05.

IV. Results and Discussion

4.1. Validity Test

Table 1. Validity Test Results

Variables	Item	R Count	R Table	Information
Discipline Work	X1.1	0.709 **	0.2 97	Valid
	X1.2	0.761 **	0.297	Valid
	X1.3	0.717 **	0.297	Valid
	X1.4	0.720 **	0.297	Valid
	X1.5	0.495 **	0.297	Valid
Compensation	X2.1	0.809 **	0.297	Valid
	X2.2	0.739 **	0.297	Valid
	X2.3	0.584 **	0.297	Valid
	X2.4	0.798 **	0.297	Valid
	X2.5	0.764 **	0.297	Valid
Productivity Employee	Y1	0.691 **	0.297	Valid
	Y2	0.739 **	0.297	Valid
	Y3	0.719 **	0.297	Valid
	Y4	0.692 **	0.297	Valid
	Y5	0.700 **	0.297	Valid

Table 1 above shows that all the overstatement variables submitted to respondents are valid because the calculated R value is much bigger than the R value in the given table (0.297). Overall, it can be stated that all the statements in the questionnaire were worthy of being made into an instrument for research data measurement.

4.2. Test Reliability

Table 2. Reliability Test Results

Variables	Cronbach's Alpha	Information
Discipline Work	0.71 5	Reliable
Compensation	0.795	Reliable
Employee Productivity	0, 745	Reliable

Table 2 above shows that the reliability test results from all variables stated that they were reliable, with Cronbach's Alpha marks of 0.715, 0.795, and 0.745. These values are stated as reliable due to a Cronbach's Alpha of greater than 0.6.

4.3. Test Normality

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		55
Normal Parameters a,b	Mean	.0000000
	Standard Deviation	1.65617822
Most Extreme Differences	Absolute	.078
	Positive	.072
	Negative	-.078
Kolmogorov-Smirnov Z		.580
Asymp. Sig. (2-tailed)		.890

In Table 3 above, the results of the Kolmogorov-Smirnov test show that the mark Asymp Sig. (2-tailed) more big from 0.05 (>0.05). With value 0.890 > 0.05. It can be concluded that the data is distributed normally

4.4. Test Multicollinearity

Table 4. Multicollinearity Test Results

Variables	Tolerance	VIF	Information
Discipline Work	0.800	1,250	Non- multicollinearity
Compensation	0.800	1,250	Non- multicollinearity

In Table 4 above, it shows that the second VIF value variables free are in the range of 1-10 (Discipline Work 1,250 and Compensation 1,250), as well as the second tolerance value variables free too , from or the same with (≥0.10) (Discipline Work 0.800 and Compensation 0.800). Then, it can be concluded that the regression model in the study does not exhibit multicollinearity.

4.5. Heteroscedasticity Test

Table 5. Heteroscedasticity Test Results

Variables	sig	limit	Information
Discipline Work	0.862	>0.05	Non- heteroscedasticity
Compensation	0.724	>0.05	Non- heteroscedasticity

In Table 5, above, it is shown that the heteroscedasticity test results for the Spearman rank variable free own mark, with a significance level of Sig. (2-tailed) more big from 0.05 (>0.05). With a mark variable significance discipline work of 0.862 > 0.05 and variable compensation of 0.724 > 0.05. Then, it can be concluded that the proposed variables in the study do not exhibit heteroscedasticity.

4.6. Test Analysis Regression Linear Multiple

Table 6. Multiple Linear Regression Test Results

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4,173	2,494		1,673	.100
Discipline Work	.548	.114	.541	4,810	.000
Compensation	.219	.100	.246	2,186	.033
a. Dependent Variable: Productivity Employee					

Based on the table, the calculation of multiple linear regression using the SPSS program version 21.0 for Windows results as follows:

$$Y = 4.173 + 0.548\,X1 + 0.219\,X2 + e$$

a. Constant = 4.173: It means that if no variables, discipline, work, or compensation affect productivity, then the productivity of employees is as high as 4,173 units.

b. b1 = 0.548: It means that if variables discipline and Work increase by one unit, then productivity per employee will increase by 0.548, assuming other independent variables remain constant.

c. b2 = 0.219: It means that if variable compensation increases by one unit, employee productivity will increase by 0.219, assuming other independent variables remain constant.

Table 7. Results T-Test (Partial) Table 7. Results of T-Test (Partial)

Coefficients a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4,173	2,494		1,673	.100
Discipline Work	.548	.114	.541	4,810	.000
Compensation	.219	.100	.246	2,186	.033
a. Dependent Variable: Productivity Employee					

Based on Table 7 above, the results of the T-test on hypothesis 1 show the t-value variables discipline Work is 4.810 > t table 2.004. This shows that influence on discipline and work productivity for employees is positive. Then, note the significance mark from the discipline Work of 0.000 ≤ 0.05, which means there is a significant influence. Then, it can be concluded that discipline is influential, positive, and significant to employee productivity. Testing hypothesis 2 t table value variables compensation is 2.186 > t table 2.004. This shows that the influence of compensation on employee productivity is positive. Known mark significance from compensation of 0.033 ≤ 0.05, which means there is a significant influence. Then, it can be concluded that compensation is influential, positive, and significant in enhancing employee productivity.

4.7. F Test (Simultaneous)

Table 8. F Test Results (Simultaneous)

ANOVA a					
Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Regression	132,864	2	66,432	23,322	.000 b
Residual	148,118	52	2,848		
Total	280,982	54			
a. Dependent Variable: Productivity Employee					
b. Predictors: (Constant), Compensation, Discipline, Work					

Based on Table 8 above, the results of the F test show that the calculated F value is 23.322 and the probability is 0.000. The calculated F value is 23.322 > F Table 3.175, and the value's significance is 0.000 < 0.05. It is concluded that the variables discipline and rewards have a simultaneous influence on employee productivity.

4.8. Coefficient Test Determination (Adjusted R^2)

Table 9. Coefficient Test Results Determination (*Adjusted R^2*)

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Standard Error of the Estimate**
	.688 a	.473	.453	1,688
a. Predictors: (Constant), Compensation, Discipline, Work				

Based on Table 9 above, the testing coefficient determination (adjusted R2) shows an R-squared value of 0.473. This means that variables such as discipline and work, as well as rewards, together influence employee productivity by 47.3%. In contrast, the remainder, 52.7%, is influenced by other variables not considered in the research model.

4.9. Discussion

a. Influence Discipline Work on the Productivity of Employees

Test results Hypothesis 1 in the t-test shows that the t-value discipline Work to productivity employee is 4.810 > t table 2.004. This means the impact creates a positive mark. The significance value is 0.000 (Sig. 0.000 < 0.05), which means there is a significant influence. It can be proven that discipline is effective and has a positive, significant influence on productivity. Employees working at PT. Tani Tangkas Makmur , Palopo City.

Test results indicate that employees who work at their own level with high discipline tend to be more responsible and have a greater commitment to their work, which ultimately has a positive impact on productivity. Research results show that practice discipline work implemented at PT. Tani Tangkas Makmur, located in Palopo City, promotes a proven approach that has a positive and significant impact on employee productivity. High discipline levels allow employees to comply with all duties and obligations consistently and efficiently. This aligns with empirical findings from other studies, such as those that demonstrate a direct increase in efficiency through discipline, resulting in lower absenteeism and more substantial employee commitment to the organization.

b. Influence Compensation on the Productivity of Employees

The results of testing hypothesis 2 in the t-test show that the t-value compensates for the productivity of employees, namely 2.186 > t-table 2.004, which means it has a positive influence on the production mark. Then mark the significance of 0.033 (sig. 0.033 < 0.05), which means there is a significant influence. It can be proven that compensation is influential, positive, and significant to productivity. Employees working at PT. Tani Tangkas Makmur , Palopo City . Test results indicate that if employees receive reasonable compensation from the company, they will be motivated, leading to increased passion and productivity from the employees who will benefit. Compensation is considered very important for employees because it is a matter of rights inherent in them after they carry out tasks. Giving fair and competitive compensation not only values employees materially but also sends a signal of appreciation for their performance. Productivity: Employees are greatly influenced by compensation, which serves as a motivator for employees to return to the company.

c. Influence Discipline, Work, and Compensation on the Productivity of Employees

Test results for hypothesis 3, using an F test, show that discipline and work rewards have a simultaneous, positive, and significant influence on productivity among employees. This is because the calculated F value is 23.322 > 3.175, and the value's significance is 0.000 < 0.05. This value indicates that the combination of discipline and work rewards can have a positive and significant impact on donations, thereby enhancing productivity among employees at PT Tani Tankas Makmur in the city of Palopo. Test results show that it is essential to consider second variables simultaneously to increase employee productivity.

V.   Conclusion

Based on the research results that have been done, we can conclude as follows:

1. Discipline Work is influential, positive, and significant to the productivity of employees
2. Compensation is an influential, positive, and significant factor in employee productivity
3. Discipline work and compensation in a way that is simultaneously influential, positive, and significant to the productivity of employees

Based on research results that show discipline and compensation have a positive and significant influence on employee productivity, PT. Tani Tangkas Makmur, Palopo City, can increase productivity among employees by setting clear standards and behaviors, such as discipline, time management, and responsibility, and providing appropriate compensation based on work results. Besides that, the implementation of an incentive-based performance system can push employees to increase productivity. A supportive and positive work environment can also increase discipline and productivity among employees. With the application steps said, PT. Tani Tangkas Makmur, located in Palopo City, can significantly increase employee productivity.

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