# THE INFLUENCE OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PRODUCTIVITY IN PT. WAILALA TRANS IN BAUBAU CITY

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***Abstract***

*This research starts from the framework of thinking that Compensation and Work Discipline greatly influence employee productivity. This research aims to determine the influence of compensation and work discipline on productivity employees PT. Wailala Trans in Baubau City. The population in this study were all employees of PT. Wailala Trans has 34 employees. This type of research uses a quantitative approach. The data sources used are primary data and secondary data, where the primary data comes from observations and documentation at the company PT. Wailala Trans, and secondary data was obtained by distributing questionnaires to 34 employees of the company PT. Wailala Trans. The data analysis technique used is multiple regression data analysis by combining statistical calculations using the Data Analysis Tools program in Windows Excel version 16 and the Statistical Package for the Social Science (SPPS) application version 23. The results of this research show that the compensation variable (X1) has no effect on employee productivity, the work discipline variable (X2) has an effect on employee productivity, meanwhile the compensation and work discipline variables together have a significant and simultaneous effect on the work productivity of employees PT. Wailala Trans, can be seen from the significance value of Sig 0.002 < 0.05, and the Fcount value of 7.560 > Ftable value of 3.304.*

***Keywords: Compensation, Work Discipline, Productivity***

## INTRODUCTION

In the current era of globalization, human resource issues have become the focus of companies, which are primarily concerned with maintaining employee work productivity. All company demands in maintaining and managing quality human resources are increasingly urgent due to the changing environment. It is said to be productive if these resources have high work productivity and can achieve predetermined goals or targets and can be responsible for completing tasks on time. Every company has the same goal, namely profit, for this reason the company tries to improve the abilities of its employees because employees are the strength of the company so that the company can compete and grow in this era of intense competition (Lodjo, 2013).

Human resources or what are called employees are essentially planners, thinkers and driving factors to achieve company goals. In order to have reliable and quality employees, companies need to implement HR management effectively and efficiently. One of the ways in which HR management is to improve employee work productivity is to achieve better production results, according to the company's expectations. Productivity is a mental attitude to always try and have the view that the quality of life today should be better than yesterday and tomorrow should be better than today (Pasolong, 2015). The production function is related to responsibility in processing or transforming inputs into outputs in the form of products or services that can produce results in company income.

In efforts to increase employee work productivity, every company must pay attention to several factors that can influence company productivity. In this case, it relates to employee needs being met, both in terms of compensation or salary and attention to employee discipline levels. The importance of providing compensation has a big impact on employee work productivity because this compensation becomes the basic motivation for employees, so that employees become enthusiastic in carrying out the duties and responsibilities that have been given to them. Meanwhile, the influence of discipline on employee productivity is that with high discipline you can realize company goals, in other words, discipline is the key to success for the company in its efforts to achieve goals.

In a company, providing compensation is something that needs to be done to increase employee work productivity in achieving organizational goals. For this reason, in practice, compensation can be divided into five types of compensation. According to (Simamora, 2015) the types of compensation are: salary, namely compensation for services expressed in the form of money by superiors to employees or employees who are paid in accordance with work agreements, agreements and statutory regulations. Wages, namely direct financial rewards paid to workers based on hours worked, the number of goods produced or the number of services provided. Incentive (incentive), a type of compensation that is outside the salary or wages provided by the organization which is seen based on performance results. Benefits, namely types of compensation in non-financial forms such as health and life insurance, pension programs and other benefits related to employee relations. Facilities (perquisites), namely a type of non-financial compensation that can represent a substantial amount of compensation, especially for executives who are paid handsomely by the company.

Discipline is the key to the productivity of a company, where several things can be assessed in employee discipline, namely: challenging punctuality which can be seen by employees (willing to come and go home on time), being orderly in the workplace (utilization of facilities which can be seen from attitude employees who are not careless when using office equipment because they are willing to ensure that they do not get damaged), a high sense of responsibility can be seen from the ability of employees who always complete the tasks that have been assigned according to applicable regulations and are responsible for the results, compliance with office regulations can be seen from their willingness Employees comply with all established regulations. The success of an organization is determined by the responsibility of employees in carrying out their duties in a timely and efficient manner, while in the observations made by PT. Wailala Trans still has many employees who often make mistakes in completing their duties. This results in losses of both time and material. Mistakes that employees often make are caused by a low level of discipline in completing their work responsibilities and a lack of employee motivation to seriously carry out their duties well. Meanwhile, superiors as motivators for employees strive to ensure that employee work productivity continues to increase, they must continue to look for ways to restore employee productivity by providing appropriate compensation to employees and ensuring that employees are always disciplined both in terms of attendance and carrying out tasks on time.

At the company PT. Wailala Trans as a partner of Lion Parcel which operates in the logistics sector has made efforts to fulfill employee needs through providing compensation for work and strives to always increase employee discipline in completing tasks and work related to logistics so that it is hoped that it can increase employee productivity which has an impact on company income and can increase significantly every year. Therefore the company PT.

Wailala Trans really hopes that employees will have responsibility, be honest in their work, be present on time, have a friendly and polite attitude towards every customer, be reliable in dealing with problems in the field, and have a good understanding of their responsibilities, where it is the employee's responsibility to deliver packages in good condition. without any damage, as well as how to handle the package properly, starting from the packaging process, to the process of delivering the package to the customer.

In line with what has been described above, in this case the employees of PT. Wailala Trans can be measured through the provision of compensation in the form of salaries given to employees and the level of employee discipline is thought to be not optimal, so that the impact on the quality of work is not optimal, employee carelessness is still found in inefficient use of facilities, employee dishonesty, employees are often not on time to attend working hours, apathetic attitude, lack of teamwork, knowledge about work is not optimal, and gaps in responsibility and use of time are not optimal

# RESEARCH METHODS

## A. Type of Research

The research method used in this research is a quantitative method. According to (Sugiyono, 2019) it can be interpreted as a research method based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out using saturated sampling, data collection uses research instruments, quantitative/statistical data analysis with the aim of test the established hypothesis. The purpose of this research is to determine the effect of compensation and work discipline on the productivity of PT employees. Wailala Trans.

## B. Location and Time of Research

This research was carried out at PT. Wailala Trans in Southeast Sulawesi in BauBau City, Jalan Anoa Number (12). The research was conducted from January 2024 to April 2024.

## C. Types and Sources of Data

Data as factual information (for example measurements or statistics) that is used as a basis for reasoning, discussion or calculation. For example, in scientific research and data as pure facts that have not been manipulated, but have been arranged in a certain static systematic (Ramdhan, 2021). The data in this research is divided into:

1. Data Type

This research uses quantitative research, because the data obtained will be in the form of numbers. According to (M. Ramadhan in his book research methods, 2021) quantitative research data is data that is present or expressed in the form of numbers obtained from the field or can also be called qualitative data which is expressed in the form of numbers obtained by changing values. quantitative. The values or numbers obtained will be analyzed further in data analysis.

2. Data Source

The data sources used in this research come from:

a) Primary data, namely data obtained by conducting direct observations (observations) with employees at PT. Wailala Trans.

b) Secondary data, namely data obtained from various PT documents. Wailala Trans which is relevant to research and the results of questionnaires conducted as well as other data that can support the subject matter.

## D. Population and Sample

In research, the object which is usually called a population, is an important thing in research, because it relates to the data source that will be researched through a sample which is part and equally important.

1. Population

In collecting data, you will always be faced with the object to be studied, whether in the form of objects, people and their activities or events that occur. According to (Sudjana, 2010) population is the totality of all possible values, results of calculations or measurements, quantitative or qualitative regarding certain characteristics of all members of a complete and clear collection who wish to study their properties. Based on the definition of population, the population in this study is all employees at PT. Wailala Trans with 34 people.

2. Sample

The sample selection technique in this research uses a sampling technique. According to (Sugiyono, 2019) saturation sampling is a sampling technique when all members of the population are used as samples. This is often done if the population is relatively small, less than 30 people or researchers who want to make generalizations with very small errors. Another term for a saturated sample is a census, where all members of the population are sampled

## E. Data Collection Methods

To obtain data as material in research, several methods are used, as follows:

1. Questionnaire or Questionnaire

A questionnaire is a number of written questions that use some information from the respondent in the sense of reporting about his personality or things he knows. This questionnaire itself will later be distributed to PT employees. Wailala Trans.

2. Observation

Observation, which is also called observing, includes attention-bearing activities towards an object using all the sense organs. So observing can be done with sight and hearing at PT. Wailala Trans.

3. Documentation

Documentation comes from the word document, which means written items. In implementing the documentation method, research examines written objects such as books, magazines, documents, regulations, meeting minutes, diaries and everything else.

**F. Operational Definition of Variables and Measurement Scales**
1. Operational Definition of Variables
In this research, it has been put forward theoretically and furthermore, to simplify and clarify the understanding of the boundaries of these variables, an explanation is needed in operational form as follows:

**Table 3.1 Variable operational definition table**

| No. | Variabel | Definisi | Indikator |
|---|---|---|---|
| 1. | X1 Compensation | Compensation is what employees receive in exchange for their contributions to the organization. | Menurut (Simamora, 2015), adalah : Gaji (*Salary*). Insentif (Incentive). Tunjang (Benefit). Fasilitas (Perquisites). |
| | X2 Work Discipline | Form an attitude of respect, respect, obedience and obedience to the regulations set by a company, both written and unwritten, able to implement them without avoiding sanctions if proven to violate. | Menurut (Sutrisno, 2016) adalah : 1. Be on time 2. Comply with regulations 3. Responsibility on duty 4. Comply with other regulations |
| 2. | Y Productivity. | Work productivity is how to produce or increase the highest possible output of goods and services by utilizing efficient resources. | Menurut (Kandou, E.E. 2023) adalah : 1. Quality of work. 2. Employee honesty. 3. Presence. 4. Attitude. 5. Collaboration. 6. Responsibility. 7. Use of time |

2. Measurement Scale
        The scale that is often used by researchers to measure a person's perceptions or attitudes is the Likert scale. This scale assesses the attitudes or behavior desired by researchers by asking several questions to respondents. Then respondents are asked to provide answer choices or responses to the measuring scale provided. The Likert scale is used as a choice of employee responses in filling out a questionnaire on factors that influence productivity. The measurement scale used in compiling this questionnaire is in the form of a Likert scale, on a scale of 1-5. This scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. (Sugiyono, 2019) The scores given for each response are as follows:

**TABLE 3.2 Likert measurement scale**

| Responden | Skor |
|---|---|
| Sangat Sesuai | 5 |
| Sesuai | 4 |
| Ragu-ragu | 3 |
| Tidak Sesuai | 2 |
| Sangat Tidak Sesuai | 1 |

## G. Data analysis method

In managing the data to be collected, researchers use various methods after the data is collected, both from the field and from other literature. Some of the methods used by the author include:

1. Descriptive Analysis

By formulating and interpreting the data obtained, compiling and clarifying as well as analyzing and interpreting it so as to provide a clear picture of the influence of compensation and work discipline on productivity at PT. Wailala Trans.

2. Validity Test

According to (Budi Darma, 2021) validity is a process carried out by instrument preparers or users who collect data empirically to support the conclusions produced by the instrument scores. In the validation test, each question is measured by correlating the number/total of each question with the total/total number of question responses used in each variable. In determining the rcount value, the rtable value in the df column uses the N-2 formula. Where N is the number of respondents. Next determine the significance level adjusted for one-way or two-way testing

The steps taken using the SPSS program, with the following validation test testing criteria:

- If rcount > rtable, then the research instrument is said to be valid
- If rcount < rtable, then the research instrument is said to be invalid

3. Reliability Test

In the concept of reliability, it is the extent to which the results of a measurement used remain reliable and free from measurement error. Meanwhile, the instrument reliability test is to find out whether the data produced is reliable or robust (Budi Darma, 2021). The reliability test is carried out by comparing the Cronbach's alpha value with the significant level/nerve used. The significant level/nerve used can be 0.5 0.6 to 0.7 depending on the needs of the research. The testing criteria using SPSS are as follows:

- If the Cronbach's alpha value is > significant level, then the instrument is said to be reliable.
- If the Cronbach's alpha value is <significant level, then the instrument is said to be unreliable.

4. Classic Assumption Test

The classical assumption test is a series of tests used to evaluate whether the data used in regression analysis meets the conditions necessary for proper analysis, especially in the context of multiple linear regression. Some classic assumption tests include

a) Normality Test

According to (Nugraha, 2022), the more complex and complete normality test, often also called the goodness of fit test, is intended to test whether the proposed model fits the data or not. A model is fit if the sample correlation matrix is not much different from the estimated correlation matrix (Riada, 2016). So that there are no errors in the calculation results, the testing in this research was carried out automatically using the SPSS application, with a significance level of a=5% or 0.05.

The testing criteria using SPSS are as follows:

- If the Sig value is > 0.05, then the research data is normally distributed

- If the Sig value is <0.05, then the research data is not normally distributed.

b) Multicollinearity Test

The multicollinearity test is carried out if the linear regression uses more than one independent variable. If there is only one independent variable, it is impossible for multicollinearity to occur, so the test does not need to be carried out. Thus, because this study also used three independent variables, a multicollinearity test was carried out in the study.

The testing criteria using SPSS are as follows:

- If the Tolerance value is above 0.10 or VIF is below 10 then there is no multicollinearity, and

- If the Tolerance value is below 0.10 or VIF is above 10 then multicollinearity occurs

## H. Multiple Regression Analysis (Multiple Regression)

1. Hypothesis Testing

a) Simultaneous Test (F Test)

The simultaneous test or F test is basically carried out to find out whether all the independent variables entered have a joint influence on the dependent variable. The method used is to look at the magnitude of the significant probability value. According to (Ghozali, 2018) if the significant probability value is <5% then the independent variables or independent variables will jointly have a significant effect on the dependent variable.

In this research, a simultaneous test or F test was carried out using the SPSS program, based on the stipulation that if the significance value of Sig < 0.05 then it is stated that there is an influence between variables X1 and variables X1 and X2 to variable Y.

Apart from these provisions, other provisions can be seen, but to use these provisions you need to determine Ftable first. To determine Ftable, it can be done by testing data analysis in Excel using the formula = FINV (probability, deg_freedom1, deg_freedom2) then after obtaining the Ftable value, interpretation is carried out as follows:

- If Fcount > Ftable then it is stated "There is an influence or significance" between variables X1 and X2 on variable Y, and vice versa,

- If Fcount < Ftable then it is stated "There is no influence or not significant" between variables X1 and X2 on variable Y.

b) Partial Test (T Test)

The partial test or T test is carried out to find out how far an independent variable partially affects the variation in the dependent variable. Partial test is a test used to test the significance of regression/partial coefficients. This partial test is used to determine the partial influence between the independent and dependent variables by looking at the t value at the 5% significance level.

The Tcount value is obtained by comparing SPSS data, while the Ttable value is obtained by comparing SPSS table data and testing using a data analysis program in Excel using the formula function = TINV (probability, deg_freedom). From the results obtained, they are interpreted as follows:

- If a variable has a value of Tcount > Ttable then it is said to have "There is an Influence or is Significant" on variable Y, however

- If a variable has a value of Tcount < Ttable then it is said to have "No Influence or Not Significant" on variable Y.

2. Determination Coefficient Test (R2)

The determination test is a tool to measure the extent of a model's ability to explain variations in the dependent variable. The determination value is between zero and one. A small R2 value means that the ability of the independent variable to explain dependent variations is very limited. Conversely, if the value is close to 1, it means that the independent variable provides almost all the information needed to predict the dependent variable (Ghozali, 2018).

The coefficient of determination can be obtained from Adjusted R Square data in the analysis which will be carried out using the SPSS program. From the test results, it will then be interpreted how big the influence of variables, in this case variables X1 and

3. Multiple Regression Equation

Data analysis in this research uses regression techniques, namely double linear regression analysis. Regression analysis is to determine the influence (relationship) of the independent variable on the dependent variable. The type of multiple linear regression analysis was chosen because in this research, it consists of 2 independent variables, namely: the influence of compensation (X1) and work discipline (X2), and employee productivity (Y). The regression equation can be used to predict how high the value of the dependent variable will be if the value of the independent variable is manipulated. In general, the double linear regression equation can be formulated as follows:

$$Y = a + b1X1 + b2X2$$

Information:

Y = Productivity (Dependent Variable)

a = Constant

b1 = Regression coefficient of Variable X1

b1 = Regression coefficient of Variable X2

X1 = First independent variable (Compensation)

X2 = Second independent variable (Work Discipline)

## RESULTS AND DISCUSSION

In general, the research results refer to the problem formulation. The results of this research have passed several tests, including descriptive statistical tests, descriptive analysis of each variable, data quality tests, classical assumption tests, and multiple regression tests. Based on descriptive statistical tests, data conclusions were obtained from the company PT. Wailala Trans, it is said that based on the characteristics of the respondents, the average respondent is 30-39 years old, which can be ensured that this research will get accurate and more rational results, because by looking at this age level the respondent can answer or choose each answer

point according to reality. what happened in the field, namely at the company PT. Wailala Trans as the location of the research object.

Apart from that, based on the educational and scientific level of the respondents, it can be concluded that all respondents have an educational history, namely first degree (S1), this makes it possible for each respondent to provide answers logically and justifiably.

### 1. The effect of compensation on employee productivity

Based on the results of the hypothesis test, it shows that the variables through partial tests show that, in variable X1 it is stated that compensation has no effect on productivity of PT employees. Wailala Trans. This can be seen in the test results with SPSS, the Tcount value is smaller than the Ttable value, where the Tcount value is 1,030 while the Ttable value is 2,039.

This finding is not in accordance with the results of previous research conducted by (Miftahul and Ernawati, 2022) entitled The Effect of Compensation and Work Discipline on Employee Productivity, where the results of the research showed that compensation and work discipline had a positive effect.

### 2. The influence of work discipline on employee productivity

Based on the results of the T test for the work discipline variable, it shows that work discipline has a partial effect on productivity among PT employees. Wailala Trans. This can be seen in the test results with SPSS, the Tcount value is greater than the Ttable value, where the Tcount value is 3,496 while the Ttable value is 2,039.

These results can be compared with previous research conducted by Butar (2022) entitled The Effect of Compensation and Work Discipline on the Work Productivity of PT Employees. Sumber Alfaria Trijaya Tbk, whose research results show that partially and simultaneously compensation and work discipline have a positive and significant effect on employee work productivity.

### 3. Influence of Compensation and Work Discipline on employee productivity

This research shows that the Compensation and Work Discipline variables together have a positive and significant influence on the productivity of PT employees. Wailala Trans. This can be proven by the data from the analysis carried out using SPSS by looking at the significance value of Sig 0.002 which is smaller than 0.05, apart from that seen from the Fcount of 7.560, it is greater than the Ftable value of 3.304. This can provide the conclusion that the Compensation Variable (X1) and Work Discipline (X2) together have a simultaneous effect on the Productivity Variable (Y).

This finding is very much in accordance with previous research conducted by Ardiansyah, Agum, and Firdaus (2020) with the title The Effect of Compensation and Work Discipline on Employee Productivity at PT. Indocement Tunggal Prakarsa Tbk. The result is that there is a positive and significant influence between compensation and work discipline on employee productivity.

### CONCLUSION

Based on the discussion of research results, it shows that compensation has no partial effect on the productivity of PT employees. Wailala Trans, this is in accordance with researchers' observations that employees receive salaries or compensation in accordance with the provisions of the UMP (Provincial Minimum Wage).

Meanwhile, work discipline has a partial effect on the productivity of PT employees. Wailala Trans. Apart from being based on data, researchers also directly observed which employees at PT. Wailala Trans is often late for work.

Simultaneously, both compensation and work discipline together have a significant effect on the productivity of PT employees. Wailala Trans. This happens because the role of salary/compensation and employee discipline really determines the level of employee productivity in the company. These findings can be input for company management to increase employee productivity by focusing more on work discipline factors. This research provides a new contribution to the literature regarding the influence of compensation and work discipline on employee productivity, and provides a theoretical basis for further research in this regard.

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