



The Effect of Work Discipline, Compensation and Work Motivation on Employee Performance at PT Musi Hutan Persada

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Abstract This research was conducted with the aim of determining the influence of work discipline, compensation and work motivation on employee performance at PT Musi Hutan Persada. The population in this research is all employees at PT Musi Hutan Persada totaling 1741 employees in 2024. The sampling technique in this research is using a total sampling technique, because in this research the author took all employees at PT Musi Hutan Persada in 2024 as many as 120 people employees as a sample. The results of multiple linear regression analysis show that work discipline, compensation and work motivation have a positive and significant effect on employee performance. Work discipline, it is hoped that clear and transparent sanctions will be applied to all employees. Compensation, it is hoped that salaries can be adjusted again based on the company's income and profits based on the position held by the employee. Work motivation is expected for PT Musi Hutan Persada to form team members. Where team members need to be adjusted based on education, skills and abilities to be able to carry out the job.

Keywords: Work Discipline, Compensation, Work Motivation, Employee Performance

Introduction

Human Resources (HR) are the main asset in an organization, so human resources must be managed and utilized in a balanced and humane manner. They always play an active and dominant role in every organizational activity, because they are planners, actors and determinants of the realization of organizational goals. The increasingly rapid development of the business world and increasingly fierce competition mean that every organization must face challenges that demand quality

human resources. The quality of human resources is characterized by human resources who are creative, have high ability and willingness (Pane, 2022).

Human Resource Management is very necessary for the effectiveness of human resources in an organization, the aim of this is to provide the organization with an effective work unit to achieve company management goals so that it can develop, use and maintain employees in a constant quality and quantity. Apart from that, good human resource productivity is one of the main assets in an organization which can provide an invaluable contribution to the strategy of achieving organizational goals (Setiawan, 2022).

PT Musi Hutan Persada or commonly called PT MHP. PT MHP is a Japanese subsidiary of Marubeni Corp. The majority of PT MHP's superiors are foreigners from Japan, while the workers are Indonesian citizens. Therefore, this is interesting to research in identifying work discipline and motivation at the company PT Musi Hutan Persada.

Methods

The population in this study is all employees at PT Musi Hutan Persada as many as 1741 employees in 2024. The sample determination technique in this study is using the total sampling technique, because in this study the author took all employees at PT Musi Hutan Persada in 2024 as many as 120 employees as a sample.

The type of data used in this study is primary data. Primary data collection techniques obtained directly through filling out questionnaires by all employees of PT Musi Hutan Persada. To obtain data and information from all employees of PT Musi Hutan Persada who are all respondents in this study totaling 120 employees. So, the author collected data by using the distribution of questionnaires directly or through google forms which were shared with all employees of PT Musi Hutan Persada.

Results and Discussion

Results

The constant value shows a positive value with a value of 0.773. This shows that the level of employee performance at PT Musi Hutan Persada is considered that without the influence of work discipline, compensation and work motivation, the magnitude of the employee performance variable is 0.417.

The value of the regression coefficient of the work discipline variable of 0.350 with a t_{hitung} value of 2.928 states that work discipline has a positive effect on employee performance. This shows that the higher the work discipline that employees have, the higher the employee performance.

The regression coefficient value of the compensation variable is 0.689 with a t_{hitung} value of 4.818 states that compensation has a positive effect on employee performance. This shows that the higher the compensation, the higher the employee

performance The value of the work motivation coefficient has an effect of 0.439 with a t_{hitung} value of 3.314 states that work motivation has a positive effect on employee performance. This shows that the higher the work motivation, the higher the employee performance.

Discussion

Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Musi Hutan Persada

The results of the analysis obtained in this study show that work discipline has a positive and significant effect on employee performance at PT Musi Hutan Persada so that the first hypothesis can be accepted. The results of this study are in line with the results of the study (Merchant et al., 2003); (Pirawati & Firman, 2023); (Chan et al., 2022); (Moningkey, 2022); (Yanti, 2022); (Pane, 2022); (Sopandi, 2022); (Alfiyani & Indriyaningrum, 2022); (Septatrisna & Hendra, 2022); (Soss & Fording, 2021); (Paramananda & Purba, 2021); (R. M. Setiawan, 2021); (Shi, 2020); (Ferriz-Valero et al., 2020); (Khasifah, 2020); (Yan, 2019); (Torlak & Kuzey, 2019); (Dube & Zhu, 2021); (Muktiani, 2019); (Rozi, 2019); (Sumarsid, 2019) shows the results that work discipline has a positive and significant effect on employee performance.

Respondents' responses to the variables of work discipline in the company's indicators provided transparency and openness regarding regulations, prohibitions and sanctions imposed in the company showed the lowest value. This shows that several respondents who are employees of PT Musi Hutan Persada said that the reason for the openness or transparency applied in the company is that it is important. Employees said that some employees violated the regulations set by the company but were not given strict sanctions. It is still considered that there is a lack of transparency enforced, especially in the role of leadership in providing clear information and firmness in making decisions if there are employees who violate the regulations and prohibitions imposed in the company.

Respondents' responses to my indicators always comply with the operational procedures that have been set by the company show the highest score. This shows that employees at PT Musi Hutan Persada have been able to comply with all operational procedures set by the company. Employees are able to understand and comply with what is the company's stipulation. The provision of information in the use of operational support tools is clear and the provision of training for employees to be able to support skills and abilities in carrying out the tasks and responsibilities given by the company.

The Effect of Compensation on Employee Performance at PT Musi Hutan Persada

The results of the analysis obtained in this study show that compensation has a positive and significant effect on employee performance at PT Musi Hutan Persada so that the second hypothesis can be accepted. The results of this study are in line

with the results of the study (Hassan, 2022); (Touma, 2022); (Darmadi, n.d.); (Marcelia, E., Efendi, S., & Sugiono, 2022); (Ybnu & Nasirin, 2021); (Aji, 2021); (Putra, 2021); (Sunarto, 2021); (Arismunandar & Khair, 2020); (Ningrum et al., 2020); (Lubis, 2019); (Manik, 2021) shows the results that compensation has a positive and significant effect on employee performance.

The respondents' responses to the compensation variable in the salary indicator provided by the company according to my job level showed the lowest value. This shows that the salary given to PT Musi Hutan Persada employees is not in accordance with what is expected by employees. Some respondents said that the salaries given to employees were indeed in accordance with the standards for providing regional minimum salaries or company regulations. Employees said that the provision of salaries that were not in accordance with the position they held made employees still not satisfied with the salaries given.

Respondents' responses to the employee satisfaction indicator with the health insurance services provided by the company showed the highest score. PT Musi Hutan Persada has provided health insurance service guarantees for all its employees, both permanent and non-permanent employees. For permanent employees, health service insurance is provided in the form of being registered with BPJS Kesehatan class 1 and for employees with certain positions get insurance outside BPJS Kesehatan. Meanwhile, for non-permanent employees, the company provides health insurance for employees using BPJS Kesehatan which is divided into 2 class options, namely in class 2 and class 3.

The Effect of Work Motivation on Employee Performance at PT Musi Hutan Persada

The results of the analysis obtained in this study show that work motivation has a positive and significant effect on employee performance at PT Musi Hutan Persada so that the third hypothesis can be accepted. The results of this study are in line with the results of the study (Pham et al., 2022); (Antika & Dwiridotjahjono, 2022); (Alimuddin & Artiyany, 2022); (Leman et al., 2022); (Wicaksono et al., 2021); (Tupti & Arif, 2021); (Jayaweera, 2020); (Shahzadi et al., 2020); (Nzewi et al., 2018); (Paais & Pattiruhu, 2020); (Ek & Mukuru, 2013); (Cote, 2019) showed that work motivation had a positive and significant effect on employee performance.

Respondents' responses to the work motivation variable on the indicator that I feel comfortable with my colleagues show the lowest score. This shows that there are indications that the relationship between fellow employees is not harmonious. If there is a relationship between fellow employees that is not harmonious like this, it causes a bad work environment itself.

Respondents' responses to my indicators will always be responsible for the work that is my duty and responsibility shows the highest score. Employees of PT Musi Hutan Persada will always try to be responsible for the work for which they are

responsible. Employees will understand and be able to make decisions and risks if something happens outside the procedures set by the company.

Conclusion

1. Work discipline has a positive and significant effect on employee performance at PT Musi Hutan Persada.
2. Compensation has a positive and significant effect on employee performance at PT Musi Hutan Persada.
3. Work motivation has a positive and significant effect on employee performance at PT Musi Hutan Persada.

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