



THE EFFECT OF MOTIVATION, WORK DISCIPLINE, AND COMPENSATION ON EMPLOYEE PERFORMANCE OF PT. HERBA UTAMA (PRODUCTION DEPARTMENT OF FOOD PROCESSING DIVISION)

By

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ABSTRACT

Employee performance is the most important thing in human resource management because it is one of the factors that determine the success of the company. Employee performance must be improved in order to provide maximum results for the company. The purpose of this study was to determine and analyze the effect of work motivation, discipline and compensation simultaneously on the performance of employees in the food processing division of PT. Herba Utama. Sampling in this study used a saturated sample, with a total sample of 76 respondents. The data analysis technique used is multiple linear regression using SPSS software version 25. Based on the results of the analysis that has been processed, it is found that all the hypotheses proposed are accepted. Motivation, work discipline, and compensation have a positive and significant effect on the performance of employees in the production division of the food processing division at PT. Herba Utama.

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1. INTRODUCTION

Companies are required to work more efficiently and effectively in facing competition in the global era. Intense competition causes companies to be able to increase competitiveness in order to maintain the survival of the company. Employees or employees are the most important element in determining the progress of a company. To achieve the company's goals, it requires employees who are in accordance with the requirements of the company, and must also be able to carry out the tasks that have been determined by the company.

Every company must be able to optimize its human resources and how its human resources are managed. The management of human resources cannot be separated from the factor of employees who are expected to perform as well as possible in order to achieve organizational goals. Employees are the main asset of the organization and have a strategic role in the organization, namely as thinkers, planners and controllers of organizational activities. In order to achieve organizational goals, employees need motivation to work more diligently. Seeing the importance of employees in the organization, employees need more serious attention to the tasks being done so that organizational goals are achieved. With high work motivation, employees will work harder in carrying out their work. Conversely, with low work motivation, employees do not have enthusiasm for work, give up easily, and have difficulty completing their work.

PT. Herba Utama was established in 2010 which is located in Cikarang. PT. Herba Utama is a subsidiary of PT. Herbatama Indo Perkasa (HIP). PT. Herba Utama is a company engaged in the pharmaceutical sector. PT Herba Utama is a traditional medicine and food industry. PT Herba Utama uses modern machines to ensure the quality of the products it produces and is supported by modern laboratories and experienced human resources in their fields. Quality control is carried out at each stage of the production process and the application of CPOTB is carried out strictly so that each drug manufacture is completely protected from possible cross-contamination or the influence of other factors. Currently PT. Herba Utama is developing new products, namely medical devices and supplies for

household needs. Products produced at PT Herba Utama include: Herbangin, Honey, Masks, and Hand Sanitizer.

Based on research conducted at PT. Herba Utama, the performance of employees in the production division of the food processing division is decreasing day by day. This can be seen clearly from the employee attendance data in each period. Of course this will have a big impact on the development of the company. Decreased performance can result from a lack of employee motivation, employee discipline, and compensation or wages earned by employees.

2. METHOD

Techniques for processing data use the SPSS (Statistical Product and Service Solution) Application Program. The SPSS Application Program is a statistical computer program where the program can process statistical data. Results Output varies, according to what is desired and needed by researchers.

2.1. Analysis Method

This study uses a quantitative method with a descriptive approach, namely data analysis carried out using Instrument Tests, Validity Tests and Reliability Tests, Classical Assumption Tests, Normality Tests, Multicollinearity Tests and Heteroscedasticity Tests, Multiple Linear Regression Analysis, t Test (Partial Test), and Coefficient of Determination (R^2).

3. RESULT AND DISCUSSION

3.1. Characteristic of respondent

Respondent characteristic based on gender

Jenis Kelamin	Jumlah	Presentase (%)
Perempuan	35	46,1%
Laki-laki	41	53,9%
Total	76	100%

Respondent characteristic based on age

Usia	Jumlah	Presentase (%)
18 – 25 Tahun	65	85,5%
26 – 30 Tahun	7	9,2%
31 – 35 Tahun	0	0%
36 – 40 Tahun	1	1,3%
Total	76	100%

From this table it can be seen the criteria for respondents in the Production Division of the Food Processing Division of PT. Main Herbs by age. From the total number of respondents of 76 employees, the results obtained were between 18-25 years of age as many as 65 people or 85.5%, aged 26-30 years as many as 7 people or 9.2%, while for ages 31-35 years there was no or equal to 0%, and for ages 36-40 years, which is only 1 person or 1.3%.

Level of education, Based on the results of the questionnaire distributed to employees of the Production Division of the Food Processing Division of PT. Main Herba, obtained recapitulation of respondents based on the last level of education. The results can be seen in table below:

Respondents Based on Education Level

Tingkat Pendidikan	Jumlah	Presentase (%)
SMA/SMK Sederajat	49	64,5%
DIII	3	3,9%
S1	24	31,6%
Total	76	100%

Based on the table, it can be seen that the final results of the respondents were mostly SMA/SMK equivalent, namely 49 people or 64.5%, respondents with the last DIII education, namely only 3 people or 3.9%, while respondents with S1 education namely as many as 24 people or 31.6%.

Years of service, Based on the results of the questionnaire that has been distributed to employees of the Production Division of the Food Processing Division of PT. Herba Utama, obtained respondent data based on their working period. These results can be seen in table below:

Respondents Based on Working Period



Masa Kerja	Jumlah	Presentase (%)
< 6 Bulan	11	14,5%
7 – 2 Tahun	30	39,5%
3 – 5 Tahun	22	28,9%
> 5 Tahun	13	17,1%
Total	76	100%

From the table above it can be seen the criteria for respondents based on their working period. Of the 76 respondents, it can be seen that 11 people or 14.5% have worked for < 6 months, 30 people or 39.5% have worked for 7 months - 2 years, and 3 years for employees – 5 years, namely 22 people or 28.9%, while respondents with a working period of > 5 years were 13 people or 17.1%.

Before the researcher tests the classical assumptions from the data that has been obtained, the researcher must test the instruments in this study in the form of statements in the questionnaire. This is done to see the respondents' understanding of the statements made in the form of a Google questionnaire. This research test was conducted on 76 respondents from the Food Processing Division Production employees of PT. Main Herbs Section.

Questionnaire statements must be valid and reliable in order to obtain accurate data. Therefore it is necessary to carry out instrument tests to test whether the statements in the questionnaire are valid and reliable. The first questionnaire is to determine work motivation, the second is work discipline, the third is to determine compensation, and the fourth is to determine the level of performance.

If the SPSS output value shows a positive and significant value, then each indicator is declared valid and reliable. In the validity and reliability test research, namely using the help of the SPSS Application Program version 25.

The validity test is used to measure the accuracy of a statement from the questionnaire, whether the statement is correct or not. In determining whether or not a statement is appropriate to be used as a questionnaire, it must be compared to the value of r count with r table. If r count > r table, it can be said that each indicator is valid. The Validity test in this study was carried out using the SPSS 25 program with the following results:

Motivational Variable Validity Test Results

Variabel	Pernyataan	r hitung	r tabel	Keterangan
Motivasi (X1)	X1.1	0,676	0,225	Valid
	X1.2	0,716	0,225	Valid
	X1.3	0,695	0,225	Valid
	X1.4	0,786	0,225	Valid
	X1.5	0,785	0,225	Valid
	X1.6	0,598	0,225	Valid

With $n = 76$, $= n - 2$, so that $df = 76 - 2 = 74$, and a significance level of 0.05, so that the value of r table = 0.225 is obtained. From the table above it is known that r counts all statements > r tables. So it can be concluded that all items used in measuring motivation (X1) are valid.

Work Discipline Variable Validity Test Results

Variabel	Pernyataan	r hitung	r tabel	Keterangan
Disiplin Kerja (X2)	X2.1	0,752	0,225	Valid
	X2.2	0,725	0,225	Valid
	X2.3	0,727	0,225	Valid
	X2.4	0,796	0,225	Valid
	X2.5	0,716	0,225	Valid
	X2.6	0,757	0,225	Valid
	X2.7	0,650	0,225	Valid
	X2.8	0,668	0,225	Valid

Based on table above, it can be seen if the value of r counts from all statements > r table. So it can be concluded that all statements to measure Work Discipline (X2) are valid.

Compensation Variable Validity Test Results

Variabel	Pernyataan	r hitung	r tabel	Keterangan
Kompensasi (X3)	X3.1	0,709	0,225	Valid
	X3.2	0,763	0,225	Valid
	X3.3	0,648	0,225	Valid
	X3.4	0,740	0,225	Valid
	X3.5	0,792	0,225	Valid
	X3.6	0,748	0,225	Valid
	X3.7	0,753	0,225	Valid

In table above, it can be seen if the value of r counts from all statements $>$ r table. Thus, all statements used to measure compensation (X3) are valid.

Results of Validity Test of Employee Performance Variables

Variabel	Pernyataan	r hitung	r tabel	Keterangan
Kinerja Karyawan (Y)	Y1	0,816	0,225	Valid
	Y2	0,830	0,225	Valid
	Y3	0,771	0,225	Valid
	Y4	0,807	0,225	Valid
	Y5	0,776	0,225	Valid

Based on the value of r table = 0.225 in table above, it can be seen that the value of r count of all statements $>$ r table. So, it can be concluded that all statements used to measure Employee Performance (Y) are valid.

The reliability test is a test to determine the consistency of the measuring instrument, whether the measuring instrument can be used and remains consistent if the measurement is repeated. The test method used is Cronbach's Alpha using a certain limit value, namely $>$ 0.60.

Reliability Test Results

No.	Reliability Statistics			
	Variable	N of Items	Cronbach's Alpha	Nilai Batas
1.	Motivasi (X1)	6	0,802	0,60
2.	Disiplin Kerja (X2)	8	0,867	0,60
3.	Kompensasi (X3)	7	0,857	0,60
4.	Kinerja Karyawan (Y)	8	0,894	0,60

Based on the reliability test results table above, it is known that the Cronbach's Alpha value of the variable Motivation (X1) is 0.802, Work Discipline (X2) is 0.867, Compensation (X3) is 0.857, and Employee Performance (Y) is 0.894. Because all Cronbach's Alpha values $>$ limit value of 0.60, it can be concluded that the research instruments Motivation (X1), Work Discipline (X2), Compensation (X3), and Employee Performance (Y) are reliable.

The normality test is a test that determines whether the data is normally distributed or not. The test used is the One Sample Kolmogorov-Smirnov Test with SPSS version 25. If the Sig value from the SPSS output is $>$ 0.05, it can be said that the data distribution is normal.

The following table shows the results of the SPSS output in the form of numbers that will be compared with the normal Z-score distribution so that the normality of the data will be known.

Normality Test Results

One-Sample Kolmogorov-Smirnov Test	
	Unstandardi



Based on the Sig Kolmogorov-0.199 > 0.05, it can be study are normally

The formation of a high independent variables. is no correlation in the

Guidelines for multicollinearity tests,

If the Tolerance < 10.00, then multicollinearity does not occur.

If the Tolerance value is < 0.10, and the VIF value is > 10.00, multicollinearity occurs.

Multicollinearity Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.749	1.966		1.906	.061
	MOTIVASI	-.084	.086	-.156	-.978	.332
	DISIPLIN	.071	.070	.157	1.026	.308
	KOMPENSASI	-.086	.053	-.213	-1.624	.109

a. Dependent Variable: ABS_RES1

Based on table above, it can be seen that the Tolerance value of the Motivation variable (X1) is 0.511. Work Discipline (X2) of 0.544, and Compensation (X3) of 0.717. So it is known that the tolerance value of the three independent variables is > 0.10. And the VIF value for the Motivation variable (X1) is 1.958, the Work Discipline variable (X2) is 1.839, and the Compensation variable (Y) is 1.396. So that it is known that the VIF values of the three independent variables are <10. Thus, it can be concluded that the three independent variables do not experience multicollinearity.

The heteroscedasticity test is a test to see whether in the regression model there is an inequality of variance from one residual observation to another. A good regression model is if there is no heteroscedasticity in it.

The basis for decision making is as follows:

If the Sig value > 0.05, then there is no heteroscedasticity.

If the Sig value < 0.05, there is heteroscedasticity.

Heteroscedasticity Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.749	1.966		1.906	.061
	MOTIVASI	-.084	.086	-.156	-.978	.332
	DISIPLIN	.071	.070	.157	1.026	.308
	KOMPENSASI	-.086	.053	-.213	-1.624	.109

a. Dependent Variable: ABS_RES1

Based on the results of the heteroscedasticity test in the table above, it can be seen that the Sig value of the motivation variable (X1) is 0.332, the work discipline variable (X2) is 0.308, and the compensation variable (X3) is 0.109, which means that the Sig value of the independent variable > 0.05, so it can be concluded that the three independent variables in the study did not experience symptoms of heteroscedasticity.

Multiple Linear Regression Analysis Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.019	3.844		.525	.601
	MOTIVASI	.366	.131	.282	2.788	.007

normality test output table above, the Smirnov value is 0.199. Because concluded that the data from the distributed.

multicollinearity test is a test to see or perfect correlation between the A good regression model is if there regression model.

making decisions in namely:

value is > 0.10, and the VIF value is

	DISIPLIN	.412	.100	.402	4.121	.000
	KOMPENSASI	.300	.104	.251	2.883	.005
a. Dependent Variable: KINERJA_KARYAWAN						

From the results of the output presented above, we get a linear regression equation between the variables Motivation (X1), Work Discipline (X2), and Compensation (X3) on Employee Performance (Y) are:

$$Y = a + b_1 (X_1) + b_2 (X_2) + b_3 (X_3) + e$$

$$Y = 2.019 + 0.366 (X_1) + 0.412 (X_2) + 0.300 (X_3) + e$$

Explanation :

The constant value of 2.019 is not interpreted, because in the Likert Scale the smallest number is 1, and there is no 0.

The motivational regression coefficient is 0.366, which means that when employee motivation is increased, it will increase employee performance assuming constant work discipline (X2) and compensation (X3).

The regression coefficient of work discipline is 0.412, which means that when work discipline is increased, employee performance will increase with the assumption that motivation (X1) and compensation (X3) are constant.

The compensation regression coefficient is 0.300, which means that when compensation is increased, employee performance will increase with the assumption that motivation (X1) and work discipline (X2) are constant.

The t test (partial test) is used to analyze how much influence the independent variable has on the dependent variable assuming the other variables are constant.

Guidelines for making decisions in the t Test (Partial Test), namely:

If the Sig value < 0.05, and the t count > t table, it can be concluded that the independent variable has an effect on the dependent variable.

If the Sig value > 0.05, and the t count < t table, it can be concluded that the independent variable has no effect on the dependent variable.

The results of the t test (Partial Test) are presented in the following table:

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.019	3.844		.525	.601
	MOTIVASI	.366	.131	.282	2.788	.007
	DISIPLIN	.412	.100	.402	4.121	.000
	KOMPENSASI	.300	.104	.251	2.883	.005
a. Dependent Variable: KINERJA_KARYAWAN						

T table formula: $t(a/2 : n - k - 1)$

So obtained: $t(0.05/2 : 76-3-1) = t(0.025:72) = 1.993$

Based on the results of table above it is known that the t value of the motivation variable (X1) is 2.788, the work discipline variable (X2) is 4.121, and the compensation variable (X3) is 2.883. The overall t value calculated from the variables used is greater than the t table value, namely 1.993. Then the Sig value of the motivation variable (X1) is 0.007, the work discipline variable (X2) is 0.007, the compensation variable (X3) is 0.000. Where the Sig value of the independent variable used has a value of 0.05.

So it can be concluded as follows:

Motivation (X1) affects Employee Performance (Y).

Work Discipline (X2) affects Employee Performance (Y).

Compensation (X3) has an effect on Employee Performance (Y).

The R^2 test is a test conducted to see how far the ability of the regression model is to explain variations in the dependent variable. R^2 has a value between $0 < R^2 < 1$. If the R^2 value is small, it means that the variation ability of the dependent variable is limited. If the R^2 value is close to 1, then the independent variable provides almost all the information needed to predict the variation in the dependent variable.

Because this study uses more than two independent variables, the value we choose to interpret is the R Square value, which is as follows:

Test Results for the Coefficient of Determination (R^2)



Model Summary ^a				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.723 ^a	.523	.503	2.292
a. Predictors: (Constant), KOMPENSASI, DISIPLIN, MOTIVASI				
b. Dependent Variable: KINERJA_KARYAWAN				

From the table above, it can be seen that the R Square value is 0.523 or 52.3%, meaning that Motivation, Work Discipline, and Compensation affect Employee Performance by 52.3%. Meanwhile, $100\% - 52.3\% = 47.7\%$ is influenced by other variables not examined in this study. The R Square value indicates the strength of the relationship between the variables Motivation (X1), Work Discipline (X2), and Compensation (X3) with Employee Performance (Y). Figures of 0.523 or 52.3% indicate that the influence that occurs in the regression model is strong.

Discussion

This study aims to examine and analyze the effect of motivation, work discipline, and compensation on the performance of employees in the production division of the food processing division of PT. Main Herbs, Jababeka Area 3 Cikarang. From the results of the analysis described above, the following is a discussion of the research that has been conducted:

The effect of motivation on employee performance

The results of testing the first hypothesis regarding the effect of motivation on employee performance found that there was an influence of motivation on employee performance with a t-value of 2.788 and a significance level of 0.007. Based on the results of the hypothesis test, it can be concluded that motivation is a factor that influences employee performance.

Motivation is a driving force or impulse that appears in a person who can create a passion to want to cooperate, effectively and with all the capabilities they have in achieving their goals.

Effect of work discipline on employee performance

The test results of the second hypothesis regarding the effect of work discipline on employee performance, found that there is an influence of the work environment on employee performance with a t value of 4.121 and a significance level of 0.000. So it can be concluded that the work environment is a factor that influences employee performance.

Work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written regulations and unwritten regulations.

Effect of compensation on employee performance

The results of testing the third hypothesis regarding the effect of compensation on employee performance, get the result that there is an effect of compensation on employee performance with a t value of 2.883 and a significance level of 0.005. So it can be concluded that compensation is a factor that influences employee performance.

Compensation is all the rewards received by employees for their services and work results that can be achieved within the company. Various forms of compensation, such as money or goods, can be given directly or indirectly (vouchers, groceries).

The results of the decision on variables taken by researchers with the title influence of motivation, work environment, and compensation on the performance of employees of PT. Main Herba, Jababeka 3 Cikarang Region, is that motivation influences and supports employee performance is quite large with a t value of 4.054. So that by providing high motivation to employees, employees can increase their motivation in order to improve their performance to the maximum. In addition to motivation, the work environment has a fairly high influence on employee performance with a t value of 3.852. The work environment itself is a place where employees do their work, so that it has a direct effect on employee performance. Thus, improvements to the work environment, cleanliness, lighting, and other facilities will improve employee performance.

4. CONCLUSION

In this study entitled The Influence of Motivation, Work Discipline and Compensation on Financial Performance concludes that:

Motivation affects the performance of employees in the Production Division of the Food Processing Division at PT. Herba Utama. Because motivation is a driving force or encouragement that appears in a person who can create a passion to want to cooperate, effectively and with all the capabilities he has in achieving his goals. So that by providing high motivation to employees, employees can increase their motivation in order to improve their

performance to the maximum.

Work discipline affects the performance of employees in the Production Division of the Food Processing Division at PT. Herba Utama. Because work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written regulations and unwritten regulations. Maintaining employee work discipline, especially discipline in serving customers because discipline is an important factor that affects a performance.

Compensation affects the performance of employees in the Production Division of the Food Processing Division of PT. Herba Utama

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