

THE EFFECTS OF WORK DISCIPLINE AND COMPENSATION TOWARDS PERFORMANCE OF EMPLOYEES BOARD STAFFING AND HUMAN RESOURCES DEVELOPMENT (BKPSDM) OF KABUPATEN KARAWANG, WEST JAVA

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***Abstract---**This study aims to determine the condition of Work Discipline, Compensation and Employee Performance Award, as well as to know how big the influence of variable Work Discipline and Compensation for Employee Performance Human Resources Agency and Human Resources Development, either partially or simultaneously. In this study, the authors expect this journal into benefits and can provide information and knowledge sumbangsi theoretically and practically. This research was conducted with descriptive methods are: collecting, presenting, analyzing and testing hypotheses, and make inferences and suggestions. In this research, the researcher found that work discipline and compensation have a positive significant impact towards performance of employees of BKPSDM Kabupaten Karawang.*

***Keywords---**Work discipline, Compensation, Employee Performance*

I. PRELIMINARY

The development of today's world of increasingly advanced and modern, many advanced technologies that had been created to facilitate the work of man, but like any sophisticated electronic equipment and modern machines, will not be able to operate with either without human intervention.

Human resources or employee is a crucial factor in the operations of an organization and serves as the main tool to achieve these goals. Every organization in its activities require employees who are experts in their fields. Human Resources is very important for companies to manage, organize, and take advantage of employees, so as to function productively untuktercapainya corporate objectives.

Civil Servants is a key element of human resources who have a role in determining the success of a pembangunan. Pembentukan governance and good government apparatus that can improve employee performance and the performance of the agency. Needs of human resources potential in the modern world of work, need human resources as employees who have the ability to reliable, honest, and professional in order to serve the country and serve the community can be maximized. Human Resources is the most important role that must be seen by the human resources development as a good

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and professional will be very helpful in maximizing the performance of a company (Saudi, 2018). Employee performance is a result of work accomplished by individuals that are tailored to the individual roles or tasks within a certain period, which is associated with a certain standard value or the size of the company where the individual works. Performance of employees is very important for an agency or government agencies to determine the ability, skills, quality of work, quantity of work and time spent on the karyawan to work. Thus the performance of employees determines the achievement of a goal that is expected by an institution or government agency. Thus the employee's performance can also be influenced by several factors, among others Discipline Work and Compensation. which is connected with a certain standard value or the size of the company where the individual works. Performance of employees is very important for an agency or government agencies to determine the ability, skills, quality of work, quantity of work and time spent on the karyawan to work. Thus the performance of employees determines the achievement of a goal that is expected by an institution or government agency. Thus the employee's performance can also be influenced by several factors, among others Discipline Work and Compensation. which is connected with a certain standard value or the size of the company where the individual works. Performance of employees is very important for an agency or government agencies to determine the ability, skills, quality of work, quantity of work and time spent on the karyawan to work. Thus the performance of employees determines the achievement of a goal that is expected by an institution or government agency. Thus the employee's performance can also be influenced by several factors, among others Discipline Work and Compensation. Thus the performance of employees determines the achievement of a goal that is expected by an institution or government agency. Thus the employee's performance can also be influenced by several factors, among others Discipline Work and Compensation. Thus the performance of employees determines the achievement of a goal that is expected by an institution or government agency. Thus the employee's performance can also be influenced by several factors, among others Discipline Work and Compensation. Thus the performance of employees determines the achievement of a goal that is expected by an institution or government agency. Thus the employee's performance can also be influenced by several factors, among others Discipline Work and Compensation.

Work Discipline affects the performance of employees, because it is caused discipline are other forms of exercise for employees in implementing the rules of a company. Increasingly higher employee discipline also work productivity and company performance. Because if you have a poor work discipline will hinder the attainment of the objectives of a company. Discipline is the operative functions of the Human Power Management is most important because the better discipline, semakin tinggi also work performance that can be achieved. Without the discipline of a good employee, it is difficult for an organization or instansi to achieve optimal results (Sedarmayanti in Daly, 2015)

Compensation is also one that can affect the performance of employees, compensation is everything received by employees as remuneration for their work. Each company has a different compensation systems, customized systems with the vision, mission and objectives. According Simora in Agora (2017) kompensasi compensation consisted of financial and non-financial compensation. Compensation in accordance with the wishes of employees on the job, will spur the spirit to work better over time, so as to provide a positive influence for the company or an institution. Satisfaction with the amount of compensation is a major element of the creation of job satisfaction. In addition, compensation satisfaction also play a role in shaping the attitude of an employee working (Fimandari in Agora: 2017).

Therefore, improving employee performance can be done by providing compensation comparable to what the employee or employees do on the company, in addition to the good work discipline also affects the performance of employees.

II. Formulation of the problem

- a. How to Work Discipline, Compensation and Employee Performance?
- b. How much influence Partial between Work Discipline and Compensation for Employee Performance?

- c. How much influence Simultaneous between Work Discipline and Compensation for Employee Performance?

III. Research purposes

- a. To determine the effect of Work Discipline Against PegawaiBKPSDM performance Kab.Karawang
- b. To know the Compensation Effect Against Employee Performance BKPSDM Kab.Karawang
- c. To mengetahui Effect Compensation Work Discipline and Employee Performance Against BKPSDM Kab.Karawang.

IV. THEORETICAL BASIS

Work Discipline

a. Understanding Work Discipline

Work Discipline is the attitude of a person or group wishing to follow the rules that have been established, in relation to the work, the sense of labor discipline is an attitude and behavior that shows employee adherence to the rules of the organization. Discipline is a management action to encourage members of the organization to meet the demands of various conditions (Siagan in Agora, 2017).

b. Work Discipline Indicators

According to M. Harlie indicator of labor discipline are as follows:

- 1) Always present on time
- 2) Always put the percentage of attendance
- 3) Selallu comply with the provisions of working hours
- 4) Always put hours of work effectively and efficiently
- 5) Have the work skills in the field of duty
- 6) Have a high morale
- 7) Having a good attitude and personality by showing exemplary in carrying out the task.
- 8) Always creative and innovative in their work

Compensation

a. understanding Compensation

According to Malay in Kashmir (2016: 118), compensation is all the income in the form of money, goods directly or indirectly received by employees as a reward for services rendered to the company. nonmonetary compensation means compensation paid by the amount of currency to the employee concerned. Compensation in the form of goods means that compensation be paid in kind. Compensation is what a worker received a reply from the work that it provides. Both the hourly wages or salaries periodically designed and managed by the personnel of William and Keith in Kashmir (2016: 118).

b. Type - the type Compensating

Basically, the compensation between companies with each other is often different, both in terms of the amount paid and the components of compensation. However, the types of compensation given is usually equal or not too much different. In practice there are many types of compensation given by the company. Only an outline of the compensation is divided into two kinds of compensation that may be granted, namely, Kashmir (2015: 240):

1. Financial Compensation, the compensation provided in the form of money either periodically (weekly, monthly, yearly). Type of financial compensation can be: Salaries, wages, bonuses, commission, incentives.
2. Compensation Not Finance, the compensation provided in the form of allowances in order to improve employee well-being both physically and mentally. Type non-financial compensation consists of: health benefits, child support / wife, housing allowance, transport allowance, communication allowance, education allowance, holiday allowance, old age benefits, holiday allowances, and other welfare facilities.

Employee Performance

a. Understanding Employee Performance

According to Robert Becal in Wibowo (2010: 8) explains that performance management is a continuous communication process conducted within the framework of cooperation between an employee and his immediate supervisor, involving the establishment of an award. Performance management is a complete tool which is used to optimize the success of every employee, working groups, the manager and the organization. manajamen performance management is about creating relationships and ensure effective communication. Performance management to focus on what is required by the organization, managers and workers to succeed Wibowo (2010: 7). Armstrong and Balloons in Wibowo (2007: 2) states that the performance is the result of work that has a strong relationship with the organization's strategic objectives,

b. performance indicators

Mathis and Jackson in Yoyo (2018: 205-206) defines performance as a measure of actual behavior in the workplace that is multidimensional, where performance indicators include:

1. Work quality, for companies (both engaged in manufacturing and services) the provision of quality products is an tuntutan an organization can survive in a variety of forms of competition. Increasing purchasing power of consumers and their support to the existence of the quality of work offered, will further improve the sustainability of the organization in achieving the goals set
2. Work quantity, market share is one marketing strategy that should form the primary consideration for the company, for the production quantity will determine the organization's ability to dominate the market by offering as many products that can be produced. With the quantity of work that can be produced, the company is expected to make a positive impression on the product position in the market.
3. Working time, the company's ability to set the working time is considered the most efficient and effective at all levels of management. Working time is the basis for one employee in completing a product or service which they are responsible.
4. Cooperation, cooperation is essentially a long-term bond for all components of the company in conducting business activities. Cooperation is the demand for the company's success in achieving the goals set a good cooperation will give credence to the various parties berkepentingan, both directly and indirectly with the company. To realize their good cooperation, the company was able to build the company's internal conditions followed konstruktif with a high commitment and consistency for all management principles.

V. METODE RESEARCH

The research method used in this research is quantitative method with descriptive approach and verification, Sugiyono (2014: 8) says that a quantitative study is defined as a method of research that is based on the philosophy of positivism, which is used for a study of a population or a particular sample, an instrument of research is carried out by means of data collection, and analysis of quantitative data is done in order to test which has been set. Research is generally conducted in a population or a particular sample that representative. This research process is deductive, which is used to answer the problem formulation concept or theory that can be formulated hypotheses. This hypothesis is further tested through field data collection,

From the description above, the method to be used in this research is descriptive method which will be visible image and state variables those variables and methods statistically to analyze the relationship between variables were examined using path analysis (path analysis) to examine the effect of partially namely the influence of each of variable Organizational Culture and Motivation to employee performance Sukaluyu village. Besides this partial study to test the simultaneous influence of independent variables on the dependent variable.

Population and Sample

a. Population

By using descriptive method is expected to be obtained from the data that the results will be processed and analyzed and finally drawn a conclusion. Conclusions made will apply to the entire population of the research was undertaken. Definition Population is a generalization region consisting of objects or subjects that have certain qualities and characteristics defined by the researchers to learn and then drawn conclusions (Sugiyono, 2005: 90).

b. samples

Understanding the sample according to Sugiyono (2012: 120): "The sample is part of the number and characteristics possessed by this population. When large populations and researchers may learn all there is in the population, for example because of limited funds, manpower and time, researchers can use the sample drawn from the population". Samples were eligible in the study were 30 to 500 according to Sugiyono (2010: 129-130).

Research Instruments

The research instrument is a tool used to measure the natural and social phenomena are observed. Specifically phenomenon called variable and variable research is a key concept of the study examined. Data collection method used in this research was survey method, namely data collection and analysis techniques in the form of opinions of the subjects studied through questionnaires, interviews and observation. The questionnaire is intended to seek primary data organizational culture, motivation and performance. Interview with the leaders and staff of the research object for the purpose of collecting the data were not obtained by the data results of the questionnaire, while the observation is made specifically to observe the behavior of the variables being studied. Observations were also done in an effort to get more general data about the organization being investigated. ,

Data Collection Techniques

The research method is a method used to collect data that is required in the study. The method of research using primary data sources derived from surveys to field through the techniques used to collect data in this study using an instrument consisting of:

1.Wawancara, while the interview is intended to encompass third data research variables that can not be captured by questionnaire technique. Interviews were conducted with managers and staff of the environment of the object of research is intended to gather the data were not obtained by the data results of the questionnaire.

2.Observasi, To supplement the data other than the authors conducted interviews completeness of the data is also supported by observations. The observations were made specifically to observe the behavior of the variables being studied. Observations were also done in an effort to get more general data about the organization being investigated.

3.Kuesioner or questionnaires. Understanding the questionnaire method according Sugiyono (2008: 199), "Questionnaire or questionnaire is a technique of data collection is done by giving a set of questions or a written statement to the respondent to answer". In this study, a questionnaire used is a closed questionnaire where respondents only give a check mark in the appropriate fields.

Primary data, that is data obtained directly from respondents was collected using a questionnaire and the Likert scale (ordinal) with a rating method that summed. Instruments used in the preparation of the Likert Rensis models with option Strongly Agree (SS), Agree (S), please Agree (CS), Disagree (TS), Strongly Disagree (STS). Each option is assigned weights ranging from 5 to strongly agree up to a weight of 1 for strongly disagree option. Nur Indriantoro (2002: 99) categorizing the nature of the data into an interval scale. More details can be seen in Table 3.1.

Table 1. Weighting each option

No.	Options / Options / Criteria	Score
1	(SS / SB) Strongly Agree / Good	5
2	(S / B) Agree / Good	4
3	(CS / CB) Self Agree / Good	3
4	(TS / TB) Disagree / Good	2
5	(STS / STB) Strongly Agree / Good	1

Source: 2017 Edison Emron Books

Method of Testing Instrument

Test Validity

Validity test used to measure whether or not a koesioner. Suatu legitimately be valid if the questioner is able to express a questionnaire that will be measured by the questionnaire. Testing the validity of using the Pearson correlation is by calculating the correlation between the values obtained from questions - questions. According Sugiono, when the correlation of each factor () is positive and the magnitude > 0.3 then the factor is a powerful construct (valid), and vice versa, if <0.3 then it is said to be invalid.

Uji Realibitas

The reliability test is actually a tool to measure a Kuesion which is an indicator of variables or constructs. A questionnaire said to be reliable or reliable if someone answers to questions are consistent or stable over time. Grain questionnaire said to be reliable (worthy). If > 7 , then the instrument said to be reliable. Similarly, if the contrary, if < 7 then said to be unreliable.

Skala Measurement

Likert scale is a psychometric scale commonly used in questionnaires / questionnaire, and is the most widely used scale in the form of survey research. The name is taken from the scale of Likert Rensis name, educators and psychologists United States. The purpose of using the Likert scale to measure of agreement and disagreement with someone about something object. The following table Likert scale used in the study authors, namely:

Table 2. Likert scale

Discipline Work		Compensation		Employee performance	
5	Strongly agree (SS)	5	Strongly agree (SS)	5	Strongly agree (SS)
4	Agree (S)	4	Agree (S)	4	Agree (S)
3	quite Agree (CS)	3	quite Agree (CS)	3	quite Agree (CS)
2	Disagree (TS)	2	Disagree (TS)	2	Disagree (TS)
1	Very not Disagree (STS)	1	Very not Disagree (STS)	1	Very not Disagree (STS)

Source: Data Olah researchers

VI. DISCUSSION

Implementation Process Work Discipline

The best discipline is self-discipline, the normal tendency is to do what his duty and occupies a firm rule. Once upon a time people understand what is required of them, which employees are expected to always do their work effectively and efficiently with pleasure. Now many people know that there is a possibility that the work is behind the increase self discipline of laziness.

Proses Implementation of Compensation

A good compensation is given appropriate compensation or corresponding portions occupied position, compensation can greatly affect the performance of employees if not in accordance with what is expected. As such compensation could

also be one of the determinants of employee performance, if the compensation received in accordance with what has been done it would be good to employee performance and also increase morale and motivation for employees to carry out its tasks better.

Work Discipline Influence on Performance and Compensation

Work discipline and compensation is one of the factors that affect performance. Several previous studies have shown that both these variables have a significant influence on performance. So if an employee has a good Work Discipline and obtain appropriate compensation it will affect the performance of the employee. The employee will continue to improve and strive to improve the performance even better in the future.

VII. CONCLUSION

From several previous studies and theories that have been discussed, it can be concluded that:

1. Work Discipline and Compensation simultaneously significant effect on employee performance
2. Work Discipline partially significant effect on employee performance
3. Compensation partially significant effect on employee performance.

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