

The Effect of Compensation, Competence, and Work Discipline on the Performance of Employees of PT Harta Kharisma Wanapadu South Jakarta

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Abstract

Kharisma Wanapadu, South Jakarta, totaling 100 workers. The instrument tests in this review are coordinated to use validity and reliability tests. The information- checking strategy in this study was coordinated to utilize a variety of direct relapse investigation methods. The results of the review show that the factors of Compensation, Competence, and Work Discipline have a good effect on the presentation of its representatives, at PT. Harta Charisma Wanapadu, South Jakarta with an importance. The background of this research is to obtain data related to the Impact of Compensation, Competence, and Work Discipline on the Implementation of Representatives at PT. Harta Kharisma Wanapadu, South Jakarta. This study combines quantitative reports, where the research instruments is a questionnaire. The sample in this study were representatives at PT.Harta level below 5%.

Keywords: Compensation, competence, Work discipline, Employee performance

INTRODUCTION

In the current era of globalization and monetary development, progress mechanical the more fast and followed by mover in the framework Work data based innovation. HR is Wrong One essential resources claimed by an organization to achieve its goals. Objective from every organization is for increase benefits. Goals or targets cannot be imagined to be achieved without adequate human resources. Quality human resources or representatives will create great execution and help the organization achieve its goals. Therefore, every organization needs focus and control presence his representative with the ultimate goal to work on great execution. Considering the importance of HR, organizations need to focus on their representatives so they can focus on carrying out their obligations and abilities. Discipline in a task is the worker's willingness and reasonableness to fulfill and comply with all relevant rules and guidelines, whether written or unwritten. They would rather not work to the fullest advantage of their capacities, abilities and capabilities.

Performance is largely characterized as an individual's progress in performing a task. Employee performance is a consequence of work which try by somebody in finish orders given to him to achieve work targets. Representatives can play a good role assuming they have superior performance so that they can stand out from the

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frontrunners of the organization, because a decline in employee performance can affect the general condition of the organization.

"Compensation according to Wibowo (2014:289) in (Setio & Gulo, 2021) is that someone works to give their time and energy to the company and as a counter to their achievements, the company provides rewards or compensation which the shape can varied". Framework

Organizational involvement in awarding such prizes can influence work inspiration and representative job fulfillment. Mistakes in implementing a reward framework will cause demotivation and lack of job fulfillment among workers. If this happens, it can lead to a reduction in the exhibition of both the worker and the organization. "According to Lijan Poltak Sinambela (2016:234-235) Factors that influence compensation are performance and productivity, ability pay, willingness to pay, supply, demand for labor, labor unions and applicable laws and regulations".

Apart from compensation, another factor that influences performance is discipline. "Edy Sutrisno (2016:85) said that self-adjustment from each employee to all over something which assigned to him, will create a situation of order and freedom from chaos (Setiawan et al., 2020)". By whole, discipline Work for representation is very necessary, remember what which become objective organization will be difficult achieved with assumption No There is discipline Work. Representatives must understand that having work discipline high means will achieved something benefit which valuable, Good for organization as well for representatives Which Actually. Next, it is important for representative for now about obedience to appropriate guidelines. Likewise, the actual organization should strive to ensure that its guidelines are clear, straightforward and fair, especially good for administration which most tall nor for workers who most low. Elements which influence discipline work as shown by "according to Lijan Poltak Sinambela (2016:356) namely frequency of attendance, level of alertness, obedience on standard Work, obedience on regulation Work and work ethics".

Apart from compensation and discipline, another aspect that influences performance is competence, Wibowo (2014: 271) "every industry is built to achieve certain goals. If it is achieved, then you can called a success. To use reach success requires a strong foundation in the form of leadership competency", "employee competency and organizational culture which can stabilize and maximize competence. Very competent required in each each process source human power, selection employee, management performance, planning etc. So many competencies considered in human resource processes, continuing to improve organizational culture". "according to Michael Zwell in Wibowo (2014:283-286) that is confidence and values, skills, experience, personality characteristics , motivation, issue emotional, ability intellectual and culture organization". "Competence refers on ability and skills individual for reach results which expected (International Organization for Standardization, 2012)". Sourced at definition this, part regarding means which adrift with competence is data, perspective, description, value, prize, or capacity as well as attention. "Competence also can interpreted as a person single Which No can fully set to show ways certain in behave And work implementation somebody (Spencer, McClelland And Spencer, 1994)". With method this, competence as provision for organization to distinguish the right job for a representative. Rivalry offends perspective (What Which said as well as tried by a person) which shows whether a person's presentation is positive or negative. There are so many tests and research that discuss competency in the world of work.

This research aims to analyze the influence of compensation, competency and

work discipline on employee performance at PT. Kharisma Wanapadu's Treasure, South Jakarta. For companies, the research results are expected to provide strategic information in developing employee compensation, competency and work discipline to improve performance. For researchers, this research is considered a contribution to new knowledge and can be a reference source for further studies in addressing similar issues in the business world.

RESEARCH METHOD

This thesis aims to examine employee performance which is influenced by independent variables (X) such as compensation, competency and work discipline. Employee performance is measured as the dependent variable (Y). This research was conducted for five months with stages involving collecting literature, identifying problems, determining variables, subjects and research instruments. The quantitative data source was obtained through a questionnaire distributed to 100 PT employee respondents. Kharisma Wanapadu's Treasure, South Jakarta. The variables measured include compensation, competency, work discipline and employee performance. The analytical method involves descriptive and inferential analysis. Instrument tests include validity and reliability, while classical assumption tests involve normality, multicollinearity, heteroscedasticity and autocorrelation tests. Multiple regression analysis is used to predict employee performance, and the model feasibility test involves the coefficient of determination (R²) and F test. Next, the hypothesis is tested with a t test on the variables of compensation, competency and work discipline. This research is expected to provide insight into the factors that influence employee performance in the company.

RESULTS AND DISCUSSION

A. Research result

The results of descriptive statistical tests are used to analyze the calculated average of each question for each variable which will be explained in this section. Variable independent covers Compensation (X1), Competence (X2), and Work Discipline (X3), while the dependent variable is employee performance (Y). Analysis data took place with use calculation based on the respondents' answers and using statistical calculation methods using computer tools via the SPSS version 25 program.

1. Descriptive Analysis Method
 - a. Analysis Descriptive Compensation (X1)

Table 1. Total Score Mean Compensation

No	Statement	Mean
Wages		
1	Determination the amount of salary must be There is agreement between employees and businessman	3.61
2	Amount wages Which accepted employee must balance between salary and work Which done	3.85
3	Payroll must always appropriate time in accordance under the condition has set	3.93
Incentive		
4	must There is balance between Incentive Which accepted with work performance	3.64
5	Must There is balance between Incentive Which accepted with hope	3.41

Allowance		
6	Every employee should get insurance Health from agency	3.82
7	Company need give Allowance Day Raya (THR) to his employees	3.80
Total Mean		26.06
Average Mean		3.72

Source: Data Processed SPSS 25, 2022

Based on table 1 the obtained results average total mean compensation whole is as big as 3.72 which It means that Part respondents on average gave a statement of agreement. The highest mean value is found in the Salary indicator with a value of 3.93 and the lowest mean value is found in the Incentive indicator with a value of 3.41

b. Analysis Descriptive Competence (X2)

Table 2. Total Score Mean Competency

No	Statement	Mean
Experience Work		
1	Long work/time Work I makes it easier I do my job	3.30
2	Experience Work very helpful in reduce error in Work	3.76
Background Behind Education		
3	So that easy understand work should education must in accordance with that job done	3.43
4	Background behind education should aligned with work Which done	3.40
Knowledge		
5	For increase performance, employee need always increase his knowledge	3.81
6	Knowledge Which Good can increase Skills employee	3.76
Skills		
7	Skills required in carry out work so that obtain results Which optimal	3.69
8	Company need give Training And development for increase Skills his employees	3.85
Total Mean		29
Average		3.62

Source: Data Processed SPSS 25, 2022

Based on table 2 obtained results average total mean Competency _ whole is as big as 3.62 Which It means that Part respondents on average gave a statement of agreement. The highest mean value is in the Skills indicator with a value of 3.85 and the lowest mean value is in the Work Experience indicator with a value of 3.30.

c. Analysis Descriptive Discipline Work Work (X3)

Table 3. Total Score Mean Work Discipline

No	Statement	Mean
Accuracy Time		
1	Long work/time Work I makes it easier I do task I	3.51
2	Experience Work very help in reduce error in Work	3.76
Use Equipment Office With Good		

3	Employee Which Good must using equipment /goods owned by company with Good And take care of him/her	3.83
Not quite enough Answer High		
4	Employee Which Good must operate task with Good And try finish it in a way maximum	3.78
5	Employee Which Good will always Work hard And If need Work exceed Which should	3.25
Obedience Office Rules		
6	Employee Which Good must understand And carry out System Orderly Employee Which has set	3.75
7	Employee Which Good must use clothes Which has set based on regulation Which There is	3.73
Total Mean		25.62
Average _		3.66

Source: Data Processed SPSS 25, 2022

Based on table 3, the total average result for Work Discipline as a whole is 3.66, which means that on average, most respondents gave a statement of agreement. The highest mean value is found in the indicator of using office equipment well with a value of 3.83 and the lowest mean value is in the High Responsibility indicator with a value of 3.25

d. Analysis Descriptive Performance Employee (Y)

Table 4. Total Score Mean Employee performance

No	Statement	Mean
Quality		
1	Accuracy in carry out work will produce quality Work the good one	3.79
2	Skills And proficiency in finish the job will produce results Work the good one	3.69
Quantity		
3	Volume or amount work Which generated must in accordance with the provision Which Already set	3.48
4	Work must held in accordance with time which has determined time	3.64
Time		
5	When company need power more, employees who Good always ready to work overtime	3.03
6	The job must be given finished appropriate time according to schedule Which applies	3.60
Cost Emphasis		
7	Employees who Good must capable carry out work on a regular basis optimal	3.70
Supervision		
8	Employee Which Good must capable finish the job without must There is supervision from superiors	3.47
Connection Between Employees		
9	For obtain results Work Which optimal an employee must each other help with employee another _	3.48
Total mean		31.88
Average _		3.54

Source: Data Processed SPSS 25, 2022

Based on table 4, the total average results of employee performance are

obtained in a way whole is as big as 3.54 Which It means that most respondents on average gave a statement of agreement. The highest mean value is found on indicator quality with mark 3.79 and mark mean Lowest found in the Time indicator with a value of 3.03.

2. Test Instrument

a. Validity test

The validity test in this study is used to measure whether an instrument contained in the questionnaire is valid or not, where the calculation is by comparing the rcount (corrected item-total correlation) with the r table at a significant level of 0.05. When rcount is greater than rtable, this means that the item in the statement is declared valid. This study was tested using rcount 5% (0.05), with amount n = 100, so obtained rtable = 0.195.

Table 5. Results Compensation Validation Test

No.	Question	r count	r table	Information
1	Determination big wages must there is an agreement between employee and entrepreneurs	0.710	0.195	VALID
2	Amount wages Which accepted employees must balance between wages and that job done	0.751	0.195	VALID
3	Payment wages must always on time in accordance with provision which has been set	0.736	0.195	VALID
4	must There is balance between The incentives accepted with work performance	0.732	0.1950	VALID
5	Must There is balance between Incentive Which accepted with hope	0.610	0.195	VALID
6	Every employee better get it insurance Health from the agency	0.733	0.195	VALID
7	Company need provide Holiday Allowance (THR) to his employees	0.676	0.195	VALID

Based on the table above 5, it can be concluded that it is a variable Compensation (X1) which amount 7 item statement stated valid. This can be seen by comparing rcount with rtable, then all compensation statement items are stated valid because rcount > rtable.

Table 6. Results Competency Validation Test

No.	Question	r count	r table	Information
1	Long work/time Work I make it easy I do task I	0.504	0.195	VALID
2	Experience Work very helpful in reduce error in work	0.398	0.195	VALID
3	So that it is easy to understand the work better education must be commensurate with the job done	0.441	0.195	VALID
4	Educational background is preferable aligned with work Which done	0.522	0.195	VALID
5	For increase employee performance need always increase his knowledge	0.565	0.195	VALID
6	Good knowledge can improve Skills Skills employees	0.569	0.195	VALID
7	Skills required in carry out work so that obtain results Which optimal	0.606	0.195	VALID

8	Companies need to provide training development For improve skills his employees	And0.470	0.195	VALID
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Based on the table above 6, it can be concluded that it is a variable Competence (X2) which amount 8 item statement stated valid. This can be seen by comparing rcount with rtable, then it is stated that all competency statement items are valid because rcount > rtable.

Table 7. Results Test Validation Discipline Work

No.	Question	r count	r table	Information
1	A employee Which Good have to come to and from work just in time	0.726	0.195	VALID
2	good employee always working task aligned with set time and doesn't like to postpone work that must be done resolved	a0.635	0.195	VALID
3	Employee Which well you have to use equipment /goods belonging to the company properly and take part in maintaining/maintaining them	0.576	0.195	VALID
4	Good employee must carry out their duties well and try finish it in a way maximum	0.624	0.195	VALID
5	Employee Which Good will always work hard if necessary Work more than it should be	and0.375	0.195	VALID
6	Employee Which Good must understand and implement Employee Code of Conduct Which has set	and 0.686	0.195	VALID
7	Good employees should Use Clothes which has been determined based on regulation Which There is	0.726	0.195	VALID

Based on the table above 7, it can be concluded that the Work Discipline variable (X3), which consists of 7 statement items, is declared valid. Matter This Can seen with compare rcount with rtable, so it is stated that all work discipline statement items are valid because rcount > rtable.

Table 8. Results Test Validation Performance Employee

No.	Question	r count	r table	Information
1	Accuracy in carrying out work will produce quality work Good	0.670	0.195	VALID
2	Skills and proficiency in finish work will produce results nice work	0.638	0.195	VALID
3	Volume or amount the work produced must be in accordance with provision Which Already set	in0.654	0.195	VALID
4	Work must be implemented accordingly with time Which has been determined	0.514	0.195	VALID
5	When the company needs more manpower, always good employees willing For Work overtime	0.498	0.195	VALID
6	The work assigned must be completed appropriate time aligned schedule applies.	0.558	0.195	VALID
7	Employees who well you have to be able to carry out work on a regular basis optimal	0.681	0.195	VALID
8	Employee Which well you have to be able to finish work without having to be supervised by superiors	0.584	0.195	VALID

9	To obtain work results optimal a Employees must help each other with employees Which other	0.672	0.195	VALID
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Based on the table above 8, it can be concluded that the Employee Performance (Y) variable is 9 statement items are declared valid. This can be seen by comparing rcount with rtable, then it is stated that all employee performance statement items are valid because rcount > rtable.

b. Reliability Test

Reliability testing is used to find out whether the instrument being measured can be declared reliable or not. In this study, when the Cronbach's Alpha value is above 0.60, it is said to be reliable. This study was carried out by measuring instrument items on the independent variables. Following are the results of reliability calculations for each statement item from the questionnaire.

Table 9. Reliability Test Results

Variabel	Reliabilitas	Cronbach Alpha	Keterangan
Kompensasi (X1)	0,832	0,60	Reliabel
Kompetensi (X2)	0,713	0,60	Reliabel
Disiplin kerja (X3)	0,726	0,60	Reliabel
Kinerja karyawan (Y)	0,784	0,60	Reliabel

Based on table 9, it can be seen that the measurement results in the study This give statement that all each item statement of each variable is declared reliable or valid, where the overall value of Cronbach's Alpha is above 0.60, meaning that all variable values can be said to be good or acceptable.

3. Classic assumption test

a. Test Normality Test

Normality aims to determine the distribution of data in the variables that will be used in the study. Data that is good and worthy of use in the study is data that is has a normal distribution. Data is said to be normally distributed when the sig value is > 0.05 and when the sig value is < 0.05 then the data is not normally distributed. Below you can see a table of the results of the normality test in this study:

Table 10. Results Test Normality One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		100
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	2.64512659
Most Extreme Differences	Absolute	,055
	Positive	,044
	Negative	-,055
Statistical Tests		,055

Asymp. Sig. (2-tailed) ,200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Corrections.
- d. This is a lower bound of the true significance.

Based on table 10, it can be seen that the Asymp Sig. (2-tailed) is 0.200. It means that model regression on the study this the dependent and independent variables have a normal sample distribution based on their significance value $> \alpha = 0.05$.

- b. Multicollinearity Test Multicollinearity Test can be seen from the Variance Inflation value factors (VIF) and tolerance, if mark VIF not enough from 10 and tolerance is more than 0.1, then it is stated that multicollinearity does not occur. Multicollinearity is a situation where there are two or more independent variables in the model regression happen connection linear which perfect or approach perfect. Test multicollinearity aim for test is on the model regression found to exist correlation between variable independent. Model regression Which Good and appropriate is free from multicollinearity or there is no correlation between the independent variables.

Table 11. Multicollinearity Test Results
Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
compensation	0.522	1,917
competence	0.799	1,251
work discipline	0.496	2,017

a. Dependent Variables: performance employee

Based on table 11 above, it can be seen that the tolerance value for each variable is bigger from 0.1 and mark VIF on data on more small from 10, then it can be concluded that the data in table 4.17 does not have multicollinearity.

- c. Heteroscedasticity Test

Test Heteroscedasticity aim for test is in model regression there is an inequality of variance from the residual of one observation to another observation. A good regression model means that heteroscedasticity does not occur. It is said that heteroscedasticity does not occur, when tcount value $<$ from ttable and the significance value is > 0.05 and heteroscedasticity occurs, when the t value is $>$ than ttable and the significance value is < 0.05 . The test results include:

Table 12. Heteroscedasticity Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,852	1,473		0.578	0.565
compensation	- .007	0.051	-0.019	-0.133	0.894
competence	- .011	0.052	-0.025	-0.220	0.827

work discipline	,067	0.059	0.163	1,136	0.259
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a. Dependent Variables: RES

Based on table 12 above, you can see the results of the heteroscedasticity test using the heteroscedasticity test. The results of the significance of the independent variable or variable Standard value significance 0.05 Where Finally Can achieved conclusion that there is no heteroscedasticity problem.

d. Test Autocorrelation Test

Autocorrelation utilized for now connection between data Which There is on study variables. A good regression model should not contain autocorrelation. The test method uses the Durbin Watson test (DW Test).

To detect the presence or absence of autocorrelation, when the DW value is located between DU And 4-DU, so No happen autocorrelation. Results Autocorrelation testing can be seen in Table 13 below:

Table 13. Autocorrelation Test Results Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.848 ^a	,719	,710	2,686	1,865

a. Predictors: (Constant), discipline Work, competence, compensation

b. Dependent Variables: performance employee

Based on the results of the study in table 13, the Durbin - Watson value is 1.865. Next, the Durbin-Watson value will be compared with the table value durbin-watson on significant 5% with amount sample 100 respondent, and the number of variables is 3, then in the Durbin-Watson table the value dL = 1.613 is obtained while the value dU = 1.736. So $dU \leq DW \leq 4-dU$ is $1.736 \leq 1.865 \leq 2.264$, meaning that it can be concluded that the test results can be said to not have autocorrelation.

4. Analysis Regression Linear Multiple

Multiple Linear Regression Analysis is used to determine the extent of the influence of the independent variable on the dependent variable. In this study the independent variable is promotion position (X1), training (X2) and discipline Work (X3) while the dependent variable is employee performance (Y). The results of multiple linear regression analysis can be seen in the following table:

Table 14. Results Analysis Regression Double Linear Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-,566	2,391		-.237	0.814
	compensation	0.385	0.083	0.349	4,656	0,000
	competence	0.261	0.085	0.187	3,086	0.003
	work discipline	0.579	0.096	0.465	6,050	0,000

a. Dependent Variables: performance employee

Based on results calculation from program SPSS in on, so Can It is known that multiple linear regression equations include: $Y = 0.349KF + 0.187K + 0.465DK$

Note:

Y = Performance KF Employees = Compensation

K = DK Competency = Discipline Work

Explanation from equality the in on among them are:

- 1) Coefficient regression (X1) as big as 0.349 give instruction that Compensation variables have a positive impact on employee performance. This means that if there is an increase of 1 (one) point in the Compensation variable, then Performance Employee will experience increase as big as 0.349 with assumption Competency and Work Discipline variables are constant.
- 2) Coefficient regression (X2) as big as 0.187 give instruction that The Competency variable has a positive impact on Employee Performance. This means that if there is an increase of 1 (one) point in the Competency variable, then Performance Employee will experience increase as big as 0.187 with assumption Compensation and Work Discipline variables have constant values.
- 3) Coefficient regression (X3) as big as 0.465 give instruction that Discipline variable Work get impact positive to Performance Employee. This means that if there is an increase of 1 (one) point in the Work Discipline variable, then Performance Employee will experience increase as big as 0.465 with assumption Compensation and Competency variables are constant.

5. Test Appropriateness Model

a. Test F

The F test is used to determine the feasibility of the regression model used is variable independent have influence to dependent variable. To determine the significance of the independent variable on the dependent variable. The test results using a significance of 0.05 include:

Table 15. Results Test F ANOVA ^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1773,887	3	591,296	81,950	,000 ^b
Residual	692,673	96	7,215		
Total	2466,560	99			

a. Dependent Variables: performance employee

b. Predictors: (Constant), discipline Work, competence, compensation

Based on table 15 above, it can be seen that the significance value obtained is 0.000 and the calculated F value is 81,950. Therefore, the research results for the F (Anova) test have met the criteria, namely calculated $F = 81,950 > F \text{ table} = 2.70$ and significance value = $0.000 < \text{sig } 0.05$. This means that the variables of compensation, competence and work discipline have a positive and significant effect on employee performance.

b. Coefficient Determination (R2)

The coefficient of determination test is used to find out how strong the relationship and influence of the independent variables, namely Compensation, Competence and Work Discipline, is on the dependent variable, namely Employee Performance. The results of this test calculation can be seen, including:

**Table 16. Results Test Coefficient Determination (R2)
Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.848 ^a	.719	.710	2,686

a. Predictors: (Constant), discipline work, competency, compensation

Based on the results in Table 16, it can be seen that the Adjusted R Square value is 0.710 or 71.0%. Based on this value, it can be seen that 71.0% of the variation in the dependent variable is performance employee PT. Treasure charisma Wanapadu Jakarta south Can explained by combination variable independent is Compensation, Competence and Discipline Work. Whereas the rest 29% can explained or explained by factors others not examined in this study.

6. Testing Hypothesis (Test t)

The t test is used to test the significance of partial coefficients and to determine whether or not the role of each independent variable and dependent variable is real or not. This test uses a significance level of 0.05. Test the hypothesis between Compensation (X1), Competence (X2) and Discipline Work (X3) to Performance Employee (Y) Can utilized with how to find t test statistics using the criteria of comparing t-count and t-table values. The results of the t test can be seen in Table 17, including:

Table 17. t test results

Coefficients ^a		Unstandardized Coefficients		Standardized Coefficients	t	
Model		B	Std. Error	Beta		Sig.
1	(Constant)	-.566	2.391		-.237	0.814
	kompensasi	0.385	0.083	0.349	4.656	0.000
	kompetensi	0.261	0.085	0.187	3.086	0.003
	disiplin kerja	0.579	0.096	0.465	6.050	0.000

a. Dependent Variable: kinerja karyawan

Based on Table 15 then the conclusions that can be reached from the t test include:

- a. Hypothesis testing of the Compensation variable (X1) on employee performance (Y). Based on the test results in table 4.24 above, it can be seen that the significant value is 0.000. ($0.000 < \alpha 0.05$) and t-count of $4.656 > 1.664$, then H_0 is rejected, meaning that there is a real and good influence between Compensation (X1) on Employee Performance (Y).
- b. Hypothesis testing of the Competency variable (X2) on Employee Performance (Y). Based on the test results in table 4.24 above, it can be seen that the significant value is 0.003. ($0.006 < \alpha 0.05$) and the t-count is $3.086 > 1.664$, then H_0 is rejected, meaning that there is a real and good influence between Competency (X2) on Employee Performance (Y).
- c. Testing hypothesis variable Discipline Work (X3) to Performance Employee (Y). based on testing on table 4.25 on Can see that significant value is 0.000 ($0.000 < \alpha 0.05$) and tcount is $6.050 > 1.664$, then H_0 is rejected, meaning that the Work Discipline regression coefficient (X3) has a real and good influence

on Employee Performance (Y).

Discussion

A. Influence Compensation to Performance Employee

Based on the results of this study, it provides an indication that compensation has a real and good impact on employee performance. The real and good influence in this study means compensation own influence to performance employee on PT. treasure charisma of Wanapadu Jakarta south. In matter This Compensation Can do improvement in the performance of PT employees. Harta Kharisma Wanapadu South Jakarta is because the indicators in the compensation variable which include wages and salaries, incentives and allowances are running well and as they should.

The theory explained by Nugroho (2009) explains "one of the best ways to increase employee performance capacity is to link compensation with employee development. When the compensation program is perceived as fair and competitive by employees, it will be easier for the company to attract potential employees, retain them and motivate employees to further improve their performance, where ultimately productivity increases and the company is able to produce products. With price which competitive. Results study conclude compensation and motivation have a real and good impact on performance. From the t test analysis carried out, it provides an indication of the results of rejecting H0 and accepting H1 which means Compensation get a real impact and also Good to Performance Employee".

Direction coefficient regression marked positive, this means that increasing compensation for employees is positively capable do enhancement to performance on employee That Alone. This means that more compensation will be given to PT. Treasure Kharisma Wanapadu, South Jakarta, the performance obtained from employees will also increase. Furthermore results analysis descriptive give instruction that the majority of employees of PT. Harta Kharisma Wanapadu South Jakarta Compensation assessment with the highest average score of 4.18 is found in the Allowance indicator based on competency. This provides an indication that the allowance which accepted by Employee Already Good because do increase in employee productivity.

Health benefits, for example when many employees are sick, of course the company will also feel a loss. Meanwhile, the lowest average score of 3.86 was found in the Incentive indicator. This provides an indication that employees still feel inadequate about the incentives they receive. Compensation is a form of return for services provided by a company/organization to its employees who have contributed to the organization/company (Simamora, 2004: 442). Compensation classified into one of the appropriate tools or methods that organizations/companies can use to improve employee performance. Based on (Tamba & Husain, 2021), which states that compensation is everything that employees receive as compensation for their work. With give Organizational compensation can increase employee performance, motivation and job satisfaction. This is supported by a previous study conducted by (Noviyanti & Ramadan, 2021), which stated that "compensation has a positive and significant effect on employee performance".

B. Influence Competence to Employee performance

Based on the results of this study, it provides an indication that competency is obtained impact which real And Also Good to performance employee. Influence which real And Also Good on this study, This means that competency has an influence on employee performance at PT. Wanapadu's charismatic treasure, South Jakarta. In this case, competency can improve the performance of PT employees. The charisma of Wanapadu Jakarta is due to the indicators in the competency

variables which include Work Experience, Educational Background, Knowledge and Skills which are running well and as they should. From the t test analysis carried out, it provides an indication of the results of rejecting H0 and accepting H1, which means that Competence has a real and good impact on Employee Performance.

As is known, "the direction of the regression coefficient is positive, p this means that Competency improvement For employee positively capable do enhancement to performance on employee That Alone. This means that the more competencies employees at PT. Wanapadu's charismatic treasures, South Jakarta, will also increase the performance obtained from employees."

Furthermore, the results of the descriptive analysis provide an indication that the majority of employees PT. Treasure charisma Wanapadu Jakarta evaluation Competence with the highest mean score of 4.44 found in the Skills indicator, this provides instruction that Skills Which owned by Employee PT. Harta Kharisma Wanapadu, South Jakarta is good and able to increase employee productivity. Meanwhile, the lowest average score of 4.20 was found in the Work Experience indicator. This provides an indication that there is still a lack of work experience possessed by employees at PT. Wanapadu's charismatic treasure, South Jakarta. This is proven. Based on the Respondent Profile. Based on Age, it provides an indication that employees aged 18 - 25 years (fresh graduates) are 69 respondents or 75% of the total employees at PT. Wanapadu's charismatic treasure, South Jakarta.

Based on narrative (Tumanggor & Girsang, 2021), "Competence a employee must showed with knowledge which is characterized by professionalism in accordance with its field. Hence competence is characteristics base Which must owned by every individual, which is related to the criteria required for performance which include ability, quality and quantity of work, presence, and ability to work together. An employee has high competence if the employee has work experience, an educational background that supports the profession, has expertise/knowledge, and has skills. Work experience can improve performance because an employee can place himself in the right conditions, dare to take risks, and is able to face things challenge with full not quite enough answer as well as capable communicate with Good to various party For still guard productivity, performance and produce individual Which competent in the field.

Competence reviewed Education can also improve employee performance because employees have mastery of theory and skills to decide problems related to activities to achieve goals. Knowledge (knowledge) Can do enhancement to performance because can make improvements to an individual in certain specific areas. Competency in terms of skill indicators can also be improved to performance because exists Skills for carrying out certain physical tasks or certain mental tasks" (Sudarmanto 2009:53). Study results this relevant with study before that took place by (Chandra et al., 2022), the results of the study provide clues that "Competence has an effect positive and significant to Performance Employee on PT. Work Inti Nusa Gemilang Medan".

C. Discipline Work to Performance Employee.

Based on the results of this study, it provides an indication that Work Discipline has a real and good impact on employee performance. The real and good influence in this study means that Work Discipline has an influence on employee performance at PT. the charismatic treasure of Wanapadu Jakarta. In this case, Work Discipline can improve the performance of PT employees. Wanapadu Jakarta's charisma is due to the indicators in the Work Discipline variable which include

Punctuality, Use equipment office well, not quite enough answer tall and Compliance with office rules. It's working well and as it should. From the t test analysis carried out, it provides indications that the results are negative H0 And accept H1 Which It means Discipline Work get a real and good impact on employee performance.

The direction of the regression coefficient is positive, this means that increasing Work Discipline for employees can positively increase the performance of the employees themselves. This means that the higher the level of Work Discipline that employees at PT. Wanapadu Jakarta's charismatic treasures, the performance obtained from employees will also increase. Furthermore, the results of the descriptive analysis provide instruction that majority PT. treasure charisma Wanapadu Jakarta's assessment of Work Discipline with the highest mean score of 4.29 is found in the indicator of Compliance with Office Regulations, this provides an indication that employees of PT. Wanapadu Jakarta's charismatic assets such as dressing neatly, avoiding violations that are detrimental to the company are good and capable of increasing productivity employee. Whereas score average mean Lowest 4.17 there is in the High Responsibility indicator, this means that awareness of the responsibilities that each employee must have is still less than what the company expects.

Based on the narrative of Hasibuan (2016: 193) in (Sakti & Mulyadin, 2021), "discipline is function operative HRM which most importantly because the better the employee's discipline, the higher the work performance they can achieve. Without discipline Which Good, difficult for organization nor agency reach results the optimal one. Discipline refers to an individual's awareness and willingness to obey all regulation agency which made management which remember agency members so that Can executed all employee Good with awareness Alone or by force."

Based on Atmosudirjo's narrative (in Purwanto, 2013: 18) he states that "discipline is a form of obedience and self-control that is rational and conscious, unemotional and selfless. Discipline belongs to a certain situation where people who are members of an organization submit to the existing arrangements with pleasure" (Indah Puji, 2014: 182). Meanwhile, "work is all human activity carried out to achieve predetermined goals. In an organization, training is needed for employees to prevent violations of the provisions that have been set. A leader needs tools to carry out communication with his employees regarding their behavior and how to improve it become more Good Again". Results study this in line with study previous which was held by (Istifadah & Santoso, 2019) who stated that "work discipline variables have a significant and positive effect on employee performance variables

CONCLUSION

Based on a study of the Influence of Financial Compensation, Competency and Work Discipline on Employee Performance at PT. Harta Kharisma Wanapadu South Jakarta, it can be concluded that: 1) Financial compensation, competence and work discipline have a significant positive effect on employee performance. Adequate compensation improves performance, while low compensation can reduce performance. 2) Suggestions for management include paying more attention to appropriate compensation, providing opportunities to increase employee competency, and increasing work discipline. 3) For further research, it is recommended to expand the variables and consider studies on other companies for a more holistic policy.

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