

The Influence Of Employee Remuneration, Work Motivation, And Work Discipline On Employee Performance In The Langkat Regional Development Planning Agency

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Abstract

This exploration intends to determine the impact of representative compensation, work inspiration and work discipline to some extent and, at the same time, worker execution at the Langkat Rule Provincial Improvement Arranging Organization. The examination was led at the Langkat Rule Territorial Improvement Arranging Organization, Jalan Tengku Amir Hamzah, Kwala Bingai, Stabat Locale, Langkat Regime, North Sumatra Territory, postal code 20811, with a population of 36 individuals and an exploration test of 34 individuals. Information assortment was completed through meetings, polls and documentation. Using version 24 of the IMB Statistics for Product and Service Solution (SPSS) computer program, multiple regression analysis was used to analyze the data. In light of the consequences of the examination, it is found that representative compensation meaningfully affects the presentation of workers of the Langkat Regime Provincial Improvement Arranging Organization. This is upheld by the outcomes investigation $t \text{ count} < t\text{-table}$ ($2.899 > 2.045$) at $n = 34$ at an importance level of 95%. Work inspiration affects the exhibition of representatives of the Langkat Regime Provincial Improvement Arranging Organization; this is upheld by the examination of $t \text{ count} > t\text{-table}$ ($3.543 > 2.045$) at $n = 34$ at an importance level of 95%. The analysis of $t \text{ count} > t\text{-table}$ ($2.988 > 2.045$) at $n = 34$ with a significance level of 95% demonstrates that employees of the Langkat Regency Regional Development Planning Agency experience a positive and significant effect of work discipline on their performance. The value of $F\text{-count} > F \text{ table}$ ($16.012 > 2.92$) indicates that employee remuneration, work motivation, and work discipline have a positive and significant impact on employee performance at the Langkat Regency Regional Development Planning Agency.

Keywords: Employee Remuneration; Work Motivation; Work Discipline; Employee Performance

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INTRODUCTION

In the realm of work, HR should be a proficient asset. Human resources are one of an organization's main assets, according to (Riniwati, 2016), and they can make a significant contribution to the strategy for achieving organizational goals. HR are people who fill in as drivers of an association, both corporate establishments and capabilities as resources whose capacities should be prepared and created. The HR that will be utilized should be proficient, so the work interaction can indeed run smoothly. As the fundamental key, HR will decide the progress of executing government hierarchical exercises on the grounds that the achievement or disappointment of an association or establishment is not entirely set in stone by the variables of its representatives in accomplishing its objectives. Recognizing how important and significant the job of HR representatives in this situation is for the endurance of an association, they should be the fundamental center that an association should focus on. An employee's performance is measured by the quality and quantity of the work he or she has produced while carrying out his or her duties in accordance with the responsibilities that have been assigned to him or her without exceeding the limits that have been established by the company. This ensures that the individual's output is based on applicable aesthetic values. in that firm. Execution is vital in associations on the grounds that an association without great execution will affect the organization. Execution in an association is a component that can't be isolated in completing authoritative obligations, whether in government foundations. Execution is the aftereffect of work as far as quality and amount that can be accomplished by a representative in undertakings as per the obligations given to him. Representative execution is an individual matter, on the grounds that every representative has an alternate degree of expertise in finishing their work.

Efforts to increase employee performance through the implementation of pay policies. Compensation is fundamentally a device to understand the vision and mission of an association, fully intent on making a conventional helpful connection between the association and representatives inside the hierarchical system, abilities to coordinate, abilities, and significant investment that are completely focused on work fulfillment, giving feeling and persuading representatives to give the best exhibition. Compensation will likewise empower the degree of representative discipline in work. One of the government's bureaucratic reform programs is the remuneration program, which provides additional allowances to workers based on how well they've done their jobs as a reward or service for their work. Compensation is additionally one of the prevailing ways for associations to hold their workers. Employees who are compensated fairly will be content and at ease, resulting in productive work that will ultimately assist the business in achieving its objectives. Compensation is supposed to give support and inspiration to representatives to constantly work. Aside from spurring, compensation likewise plays a vital part in achieving elite execution. (Nurhayati & Supardi, 2020) directed research entitled Compensation Framework and Representative Execution Quality in the General and Workforce Part of the West Java Commonplace Schooling Administration. The aftereffects of the exploration show that compensation affects worker execution in the general and faculty parts of the West Java Common Training Administration.

The following component that can impact representative execution is work inspiration. A person's consistent combination of internal and external drives, as expressed by desire and interest, is referred to as motivation. A person's enthusiasm for their work will be stoked by the right motivation, which will encourage them to collaborate effectively and integrate all of their efforts to achieve satisfaction. Aside from that, inspiration can be the reason for or backing an individual's way of behaving, so the individual will try sincerely and eagerly to accomplish ideal outcomes. (Handayani, 2010) led research entitled Investigation of the Impact of Administration Style and Work Inspiration on Representative Execution at the Lampung Region Labor Supply Administration. The outcomes of this exploration were that representative work inspiration impacted representative execution, in contrast with the impact of authority style.

Another element that can impact representative execution is work discipline. For associations, disciplinary activity is utilized to authorize infringement of work rules or authoritative assumptions made by representatives. Organizational rewards may be reduced or eliminated as a result of these sanctions from superiors. For discipline to be implemented, obviously the organization or association doesn't just glance at the part of blunders or infringement committed by representatives, but additionally should see whether the organization or association has likewise seen and answered objections presented by its workers. (Jannah et al., 2014) led research entitled The Impact of Pay, Profession Improvement and Work Discipline on the Presentation of Cimahi City Territorial Income Administration Representatives. The outcomes of this examination show that work discipline somewhat impacts the exhibition of City Local Income Administration representatives Cimahi.

As per (Goni et al., 2019), execution is the outcome gotten by an association, both benefit-situated and non-benefit-arranged, that is delivered over a period of time. In the mean time, as per (Amal, 2013), execution is the consequence of work accomplished by an individual in view of occupation prerequisites. (Syamsuri & Siregar, 2018) states that compensation is a demonstration of compensation or prizes given by representatives or laborers from businesses for the accomplishments given by laborers to acknowledge organization objectives. (Darmawan et al., 2021) states that compensation is a type of remuneration given by a worker for their commitment to the association. (Citra, 2019) makes sense of the fact that inspiration is a power that urges an individual to do an activity or not, which is basically positive or negative inside, and remotely, work inspiration is something that makes consolation, energy for work, or drives work excitement. (Wahyudi & Tupti, 2019) states that inspiration is an individual's longing to make that individual make a move. Somebody makes a move for something to accomplish an objective. In the meantime, according to (Wiratama & Sintaasih, 2013), work discipline is a person's willingness to follow all of the rules in their environment. (Saputra, 2022) makes sense of the fact that work discipline is a psychological mentality that is reflected in the activities or conduct of people, gatherings and networks as consistence or adherence to laid-out guidelines.

METHODS

The author uses quantitative research in this study because the collected data will be numerical. The figures acquired will be broken down further in the information examination (D. Sugiyono, 2013). This exploration comprises four factors: to be specific, representative compensation, work inspiration and work discipline as autonomous factors, and worker execution as the dependent variable. (S. Sugiyono, 2016) that the populace is a summed-up region comprising of objects or subjects that have specific characteristics not entirely settled by specialists to be concentrated and afterward ends drawn. In the meantime, (Machali, 2021) say that the total number of symptoms or units you want to study is the population. Each exploration action absolutely concentrates on a few primary peculiarities or side effects and on a few other important peculiarities.

In friendly and mental examination, by and large, this peculiarity is an idea in regards to the properties or characteristics contained in research subjects that can fluctuate quantitatively or subjectively, or are known as factors. The information assortment procedure in this exploration is a poll. The survey was picked as the information assortment strategy in this exploration. A survey is a rundown of composed questions that have been formed beforehand, and this poll is the very thing to which the respondent will reply. The poll was picked on the grounds that it is a productive information assortment component to find out precisely what is required and how to gauge research factors. In this exploration, the information examination procedure utilized is different straight relapse examination and utilization apparatuses as the SPSS program. SPSS (Factual Bundle for Sociologies) is a PC program used to dissect information with measurable examination. The SPSS utilized in this exploration is SPSS Version 25 (Ghozali, 2018).

RESULTS AND DISCUSSIONS

Validity test

Instrument legitimacy testing should be visible in the Revised Thing Complete Connection segment. On the off chance that the connection number acquired is more prominent than the basic number ($r\text{-count} > r\text{-table}$), then the instrument is supposed to be legitimate. In view of the legitimacy test, it very well may be reasoned that all questions to quantify each exploration variable are announced to be legitimate. The following are the results of the variable validity test:

Table 1. Variable Validity Test

Variable	Instrument	r-count	r-table	Description
Employee remuneration (X1)	1) RP1	0.356	0.338	Valid
	2) RP2	0.522	0.338	Valid
	3) RP3			
	4) RP4			
	5) RP5	0.363	0.338	Valid
	6) RP6	0.534	0.338	Valid
	7) RP7			

	8)	RP8	0.411	0.338	Valid
	9)	RP9			
	10)	RP10	0.531	0.338	Valid
			0.532	0.338	Valid
			0.712	0.338	Valid
			0.750	0.338	Valid
			0.714	0.338	Valid
	1)	MK1	0.442	0.338	Valid
	2)	MK2			
	3)	MK3	0.418	0.338	Valid
	4)	MK4	0.401	0.338	Valid
	5)	MK5			
	6)	MK6	0.414	0.338	Valid
	7)	MK7			
	8)	MK8	0.370	0.338	Valid
	9)	MK9	0.528	0.338	Valid
	10)	MK10			
Work motivation (X2)			0.645	0.338	Valid
			0.386	0.338	Valid
			0.660	0.338	Valid
			0.451	0.338	Valid
	1)	DK1	0.507	0.338	Valid
	2)	DK2			
	3)	DK3	0.390	0.338	Valid
	4)	DK4	0.513	0.338	Valid
	5)	DK5			
	6)	DK6	0.398	0.338	Valid
	7)	DK7			
	8)	DK8	0.317	0.338	Valid
	9)	DK9	0.794	0.338	Valid
	10)	DK10			
Work discipline (X3)			0.713	0.338	Valid
			0.368	0.338	Valid
			0.446	0.338	Valid
			0.541	0.338	Valid
Employee performance (Y)	1)	KP1	0.520	0.338	Valid
	2)	KP2			
	3)	KP3	0.353	0.338	Valid

4) KP4	0.590	0.338	Valid
5) KP5			
6) KP6	0.566	0.338	Valid
7) KP7	0.666	0.338	Valid
8) KP8			
9) KP9	0.467	0.338	Valid
10) KP10			
	0.654	0.338	Valid
	0.498	0.338	Valid
	0.499	0.338	Valid
	0.523	0.338	Valid

Reliability Test

In the wake of completing a legitimacy test, the next stage is to do an information dependability test to see if the instrument is solid by checking the Cronbach's alpha. Unwavering quality testing is completed to see if the estimating gadget utilized is reliable and stays reliable, assuming the estimation is rehashed. If the Cronbach's alpha of a questionnaire is greater than 0.6, it is considered reliable. This shows that the examination information is solid.

Table 2. Variable Reliability Test

Variabel	Cronbach's Alpha	Batas Reliabilitas	Keterangan
Employee remuneration (X1)	0.678	0.6	Reliabel
Work motivation (X2)	0.681	0.6	Reliabel
Work discipline (X3)	0.644	0.6	Reliabel
Employee performance (Y)	0.717	0.6	Reliabel

From the table data above, it will in general be seen that the delayed consequences of the constancy test assessment show that Cronbach's alpha in each segment of the variable is more noticeable than 0.6 (steady quality end), so it might be communicated that the instrument is trustworthy.

Hypothesis testing

Speculation testing utilizing the t test, to be specific by focusing on the determined t esteem from the relapse results to decide the impact of the free factor somewhat on the dependent variable with an importance level in this review utilizing

alpha of 5% or 0.05. The p-value (in the Sig.) indicates the value of the calculated t test. segment) for every free factor; if the p-esteem is more modest than the predefined level of importance or the determined t (in the t section) is more prominent than the t table (determined from two-followed $\alpha = 5\%$ $df=k$, k is the quantity of autonomous factors), then, at that point, the worth of the free factor to some degree fundamentally affects the dependent variable (as in H_a is acknowledged and H_o is dismissed; all in all, there is an impact between the autonomous factors on the subordinate variable). The strategy for deciding the t table has a huge degree of 5%, with $df=n-k-1$ (in this study, $df = 34 - 4 - 1 = 29$), so a t table worth of 2.045 is obtained, which is introduced in the table as follows:

Table 3 Partial Test (t Test)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.714	9.328		1.363	.183
	RemunerasiPegawai	.401	.138	.341	2.899	.007
	MotivasiKerja	.431	.122	.467	3.543	.001
	DisiplinKerja	.482	.161	.406	2.988	.006

a. Dependent Variable: KinerjaPegawai

Hypothesis Testing with F Test

The aftereffects of the F test show that the autonomous factors mutually impact the dependent variable if the p-esteem (in the sig. section) is more modest than the predetermined degree of meaning (of 5%) or the determined F (in segment F) is more prominent than the F table. The F table is determined by $df1 = k-1$ and $df2 = n - k$; to be specific, $df1 = 4 - 1 = 3$ and $df2 = 34 - 4 = 30$, with the goal that the F table worth is 2.92. In the mean time, the consequences of the F test with the assistance of the SPSS program should be visible in the table underneath:

Table 4. Simultaneous Test Results (F Test)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	152.315	3	50.772	16.012	.000 ^b

Residual	95.126	30	3.171	
Total	247.441	33		

a. Dependent Variable: KinerjaPegawai

b. Predictors: (Constant), DisiplinKerja, RemunerasiPegawai, MotivasiKerja

In light of the F test Anova test or synchronous test, the determined F is 16.012 at $\alpha = 5\%$ or 0.05 with an importance level of 0.000 on the grounds that the likelihood esteem (0.000) is a lot more modest than 0.05, so the relapse model can be utilized to anticipate that representative compensation (X1), work inspiration (X2), and work discipline (X3) as autonomous factors together (all the while) impact representative execution (Y). At the end of the day, representative compensation (X1), work inspiration (X2), and work discipline (X3) all impact worker execution since F count > F table, specifically $16.012 > 2.92$. This intends that if representative compensation (X1), work inspiration (X2), and work discipline (X3) are mutually carried out in the association, it will affect expanding worker execution (Y); on the other hand, if representative compensation (X1), inspiration If work (X2) and work discipline (X3) are not executed together, it will affect worker execution (Y).

The Influence of Employee Remuneration, Work Motivation and Work Discipline on Employee Performance

Based on the calculations, it can be concluded that employee performance at the Langkat Regency Regional Development Planning Agency is positively and significantly impacted by employee remuneration, work motivation, and discipline. Subsequently, at the same time, the aftereffects of this exploration are as per the hypothesis, which expresses that representative compensation, work inspiration and work discipline are influential for worker execution. At the Langkat Regency Regional Development Planning Agency, employee remuneration, work motivation, and work discipline will have a positive and significant impact on employee performance. This implies that representative compensation, work inspiration and work discipline play a significant part in further developing representative exhibition. This additionally shows that the amount of my work is as per the predefined work principles, consistently accomplish the work cautiously, consistently ready to accomplish the work as per the predetermined targets, attempt to meet the work focuses on that I have arranged, in following through with jobs I can finish them accurately and rapidly as per determined time, liable for the errands and authority given to me, able to stay at work past 40 hours to meet organization targets, ready to help crafted by partners who are experiencing issues, maintaining the worth of genuineness in my field of work, involving inventiveness and advancement in completing undertakings and obligations answer me consistently.

The Effect of Employee Remuneration on Employee Performance

To some degree, the consequences of this exploration show that representative compensation affects worker execution at the Langkat Regime Territorial Advancement Arranging Organization. This impact shows that worker compensation is in accordance with representative execution, or at the end of the day, satisfying worker compensation will impact great or high representative execution. This influence demonstrates that the Langkat Regency Regional Development Planning Agency's employee compensation has a significant impact on employee performance. This is evident from the responses of respondents, who on average agree that the salary is paid on time, that the leadership does not differentiate between how employees are treated when it comes to salaries and promotions, that incentives are given in accordance with applicable agency regulations, that my work performance rewards and other rewards have been satisfying and have increased my work enthusiasm, that my work performance rewards are always on time and in accordance with the results of my work, that the agency provides adequate rewards if you succeed in implementing new ideas and methods, and that I receive a holiday allowance each year.

The Influence of Work Motivation on Employee Performance

Work motivation has a positive and significant effect on employee performance, according to some of this study's findings. All in all, satisfying work inspiration at the Langkat Rule Territorial Advancement Arranging Office will impact representative execution. This shows that work inspiration is exceptionally vital and essential to be carried out in the Langkat Rule Local Improvement Arranging Organization. This is obvious from the responses of respondents who, on average, concur that the organization thinks often about representative work accomplishments, work advancements and advancements are done in view of worker capacities and accomplishments, gain appreciation from colleagues when they prevail with regards to doing work undertakings well, and the administration generally gives acclaim assuming there are workers who do their work obligations sufficiently. Recognition given by my bosses rouses me to work better. Working, I can finish cooperating with different workers and never whine about the work given to me. For me, the new position is another test, which is truly charming. I'm content with the work given by my supervisor, so I don't feel exhausted by my work schedule. Working in this organization makes my capacities and abilities grow.

The Influence of Work Discipline on Employee Performance

To some extent, the consequences of this examination show that work discipline affects representative execution at the Langkat Rule Provincial Improvement Arranging Organization. Positive impact shows that the impact of work discipline is in a similar heading as representative execution, or at the end of the day, the presence of good work discipline will impact great or high representative execution, as well as

the other way around. In the event that great work discipline isn't met, then, at that point, worker execution will be low or terrible. The huge impact shows that work discipline plays a significant part in further developing representative presentations at the Langkat Regime Local Improvement Arranging Organization. This is clear from the responses of respondents who on normal concur that they generally come to work before work hours start, participate in adding to each movement, consistently work as per laid out work techniques or strategies, the distance between where they live and where they work doesn't influence my reliability, consistently submit to the principles of the Langkat Rule Territorial Advancement Arranging Organization, consistently agree with the guidelines that have been set, consistently complete the work on time, I can finish the jobs doled out to me appropriately and completely, work systems set by the organization doesn't block me in my work, continuously cleaning up my work gear after my work is done.

CONCLUSION

Representative compensation, work inspiration and work discipline all meaningfully affect representative execution at the Langkat Rule Territorial Advancement Arranging Organization. This is upheld by the aftereffects of the examination of F count > F-table ($16.012 > 2.92$) at $n = 34$ at the importance level of 95%. Representative compensation to some degree affects worker execution at the Langkat Rule Provincial Improvement Arranging Organization; this is upheld by the consequences of the t count > t-table investigation ($2.899 > 2.045$) at $n = 34$ at an importance level of 95%. Work inspiration somewhat significantly affects representative execution at the Langkat Rule Local Improvement Arranging Organization; this is upheld by the consequences of the investigation of t count > t-table ($3.543 > 2.045$) at $n = 34$ at an importance level of 95%. The findings of the analysis of t count > t-table ($2.988 > 2.045$) at $n = 34$ with a significance level of 95% demonstrate that work discipline has a positive and significant effect on employee performance at the Langkat Regency Regional Development Planning Agency.

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