

The Effect of Compensation and Work Discipline on Employee Performance at Hotel Plaza Inn Kendari

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ABSTRACT

This study aims to determine the effect of compensation and work discipline on employee performance at the Plaza Inn Kendari hotel. The data collection technique was used by distributing questionnaires to respondents who are employees of the Plaza Inn Kendari hotel. The number of respondents in this study amounted to 76 people. The respondents were selected using a saturated sampling technique or using the entire population as the research sample. The data from the questionnaire collection was then carried out quantitative analysis including validity test, reliability test, multiple linear regression analysis, and hypothesis testing through t-test and F test. Based on multiple linear regression analysis shows that compensation and work discipline have a positive effect on employee performance with a calculated F value $F_{count} 78.006 > F_{table} 3.12$ and a significant value $0.000 < 0.05$. Compensation has a partial positive effect on employee performance with a value of $t_{count} 10.737 > t_{table} 1.993$ and a significant value of $0.000 < 0.05$. Work discipline has a partially positive effect on employee performance with a value of $t_{count} 6.682 > t_{table} 1.993$ and a significant value of $0.000 < 0.05$. So that the proposed hypothesis can be accepted.

Keywords: Compensation, Work Discipline, Employee Performance

I. INTRODUCTION

Southeast Sulawesi is one of the provinces that has developed quite rapidly, especially in the mining and plantation sectors. So many guests who come need a place to rest, one of which is a hotel. Hotel is a company that provides lodging services in the form of rooms equipped with existing facilities in the hotel. Hotels as a business organization with the main objective of seeking maximum profit must be prepared to face tough competition in all fields.

For this reason, companies must have effective management and of course human resources as the company's main assets which are the supporting factors for this. Human resources are the executors of all organizational policies so they need to be equipped with adequate knowledge. The importance of human resources needs to be based on all levels of management in the company. However advanced the current technology, but the human factor still plays an important role for the success of the organization itself.

To be able to carry out their duties and functions as well as possible, good performance is needed from employees, so that good work results are created for the company. According to Supomo and Nurhayati (2018:95) compensation is gift reply services, fine directly form money (*financial*) as well no direct form appreciation (*non-financial*). Giving compensation can improve work performance and employee motivation and can also bring satisfaction their work. Therefore, the attention of an organization or company Rational and fair compensation arrangements are urgently needed. If an organization provides compensation not based on a sense of fairness, will impact negative for organization that alone.

In addition to that, by giving compensation that is quite largethen discipline employees are getting better. They will realize and obeyapplicable regulation. According to Singodimedjo in Sutrisno (2017:86) Work discipline is an attitude of one's willingness and willingness to complyand obey the norms applicable regulation surrounding. Discipline employee which good will speed up destination company, whereas discipline which slumped will Becomes barrier and slow down achievement destination company.

According to Afandi (2018: 83), if performance is associated with *performance* as a noun then the meaning of performance is is the result of work which achievable by a person or a group person in something company in accordance with their respective authorities and responsibilities in an effort to achieve company goals legally, not violate law, and no contrary with moral and ethics.

II. LITERATURE REVIEW

2.1 Compensation

Compensation is everything that is received by employees or workers because they have completed the work given properly. Badriyah (2015: 154) argues that "Compensation for the activities of providing remuneration to employees, activities here include determining a compensation system that is able to encourage employee performance and determine the amount of compensation received by each employee". Mulyadi (2015:11) states that "Every form is given to all employees as remuneration for the contributions made by the company or organization". Handoko (2014: 155) states that "compensation is everything that employees receive as remuneration for their work"

2.2 Work Discipline

Mangkunegara (2013: 91) argues that Work Discipline is a tool used by leaders to change a behavior as well as an effort to increase one's awareness and willingness to comply with all organizational regulations and existing social norms. Meanwhile, Sutrisno (2014: 86) argues that work discipline is an attitude of willingness and willingness of a person to obey and adhere to the norms of regulations that apply around him. Hasibuan (2013: 83) states Work Discipline is: "is a person's awareness and willingness to comply with all company regulations and applicable norms."

2.3 Performance

According to Mangkunegara (2017: 67) performance is: "Work results in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him". Bintoro et al (2017: 105) stated "Employee performance is the willingness of a person or group of people to carry out activities or perfect them according to their responsibilities and with the results they expect. Sinambela (2016: 481) suggests "Performance is a function of motivation and ability. To complete tasks and work, a person must have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it.

III. RESEARCH METHODS

The population in this study were all employees of Hotel Plaza Inn Kendari .Type data which used in study this, that is Data Quantitative and qualitative data. According to Pantiyasa (2013:67) data quantitative is whole information collected _ from specified field _ in form number or raised . Type that data used in study this is data quantitative which form score answer respondent in questionnaire . Whereas qualitative data is the data no shaped number but description qualitative data in study this form history , address , facilities and amount employee Hotel Plaza Inn Kendari.

Source data which used in study this , that is : Data Primary is the data collected by researchers direct from the source noted , observed first time then processed for answer problem in research . Primary data collected in study this is answer respondent from questionnaire which is distributed to employee Hotel Plaza Inn Kendari. Whereas secondary data is the data obtained researcher in data form already so no from results gather and process alone . Secondary data in study this obtained from the hotel is in the form of history , address , facilities and lists name employee which work in Hotel Plaza Inn Kendari. Technique collection data in study this , that is :Questionnaire & Documentation

IV. RESULTS AND DISCUSSION

4.1 Result

4.1.1 Test Results Compensating Variable Validity

Table 4.1 Validity Test Results Variable Compensation (X 1)

No	Statement	r-count	r-table	Information
1	X1.1	0.958	0.3	Valid
2	X1.2	0.922	0.3	Valid
3	X1.3	0.906	0.3	Valid
4	X1.4	0.823	0.3	Valid
5	X1.5	0.846	0.3	Valid
6	X1.6	0.794	0.3	Valid
7	X1.7	0.791	0.3	Valid
8	X1.8	0.888	0.3	Valid
9	X1.9	0.962	0.3	Valid
10	X1.10	0.982	0.3	Valid

Based on Table 4. 6 is known that whole statement in variable compensation have coefficient more correlation _ big from 0.30. So got concluded that whole indicator has Fulfill condition data validity .

4.1.2 Work Discipline Variable Validity Test Results

Table 4.2 Validity Test Results Variable Work Discipline (X 2)

No	Statement	r-count	r-table	Information
1	X2.1	0.980	0.3	Valid
2	X2.2	0.949	0.3	Valid
3	X2.3	0.919	0.3	Valid
4	X2.4	0.926	0.3	Valid
5	X2.5	0.951	0.3	Valid

Based on Table 4. 7 is known that whole statement in variable discipline work have coefficient more

correlation _ big from 0.30. So got concluded that whole statement has Fulfill condition data validity .

4.1.3 Results of Validity Test of Employee Performance Variables

Table 4.3 Validity Test Results Variable Employee performance

No	Statement	r-count	r-table	Information
1	Y1	0.806	0.3	Valid
2	Y2	0.616	0.3	Valid
3	Y3	0.582	0.3	Valid
4	Y4	0.547	0.3	Valid
5	Y5	0.541	0.3	Valid

Based on Table is known that whole statement in variable performance employee have coefficient more correlation _ big from 0.30. So got concluded that whole indicator has Fulfill condition data validity.

4.1.4 Reliability Test Results

Table 4.4 Reliability Test Results

Variable	Cronbach alpha	Information
Compensation	0.966	Reliable
Discipline work	0.969	Reliable
Performance	0.604	Reliable

For measure reliability with statistical tests cronbach alpha more big from 0.60. on the third variable on that is compensation worth 0.966 , discipline work worth 0.969 and performance worth 0.604 has more big from 0.6 up could concluded that all variable has Fulfill condition data reliability.

4.1.5 Multiple Linear Regression Analysis

Table 4.5 Results of Multiple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q
	B	std. Error	Betas	
1 (Constant)	5.216	.941		5,544
X1	.196	.018	.710	10,737
X2	.210	.031	.442	6,682

a. Dependent Variable: Y

Based on table in above , is known score constant (a) of 5.216 meanwhile score coefficient (b₁ X₁) of 0.196 and value coefficient regression (b₂ X₂) of 0.210 so equality the regression could written down as following:

$$Y = a + b_1 X_1 + b_2 X_2$$

$$Y = 5,216 + 0.196X_1 + 0.210X_2$$

Based on the results this equation, it can be explained that:

1. a = 5.216 means if compensation and discipline work no experience change so magnitude performance employee of 5.216
2. b₁ = 0.196 means if compensation raised one units (1) and variables discipline work no changed so performance increase of 0.196. It means every enhancement compensation could increase performance employee by 19.6%.
3. b₂ = 0.210 means if variable discipline work raised one unit so could increase performance of 0.210. It means every enhancement discipline work could increase performance employee .

4.1.6 Partial Test Results (t)

Table 4.6 Test Results t

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q
	B	std. Error	Betas	
1 (Constant)	5.216	.941		5,544
X1	.196	.018	.710	10,737
X2	.210	.031	.442	6,682

a. Dependent Variable:

Y

Based on table in on, so could known :

a. X₁ : t_{count} = 10,737 > t_{table} = 1.99 or sig . (0.000) < α (0.05) so H₀ rejected and H_a accepted . This means that in circumstances discipline work (X₂) constant , in level statistics _ confidence (α) = 5% That is , the proposed hypothesis

that compensation take effect significant to performance employee proven and accepted .

b. $X_2 : t_{\text{count}} = 6.682 > t_{\text{table}} = 1.993$ or $\text{sig} . (0.00) < \alpha (0.05)$ then H_0 rejected and H_a accepted . This means that in circumstances The compensation (X_1) is constant , respectively level statistics _ confidence (α) = 5% That is, the proposed hypothesis writer that discipline work significant effect on performance employee proven and accepted.

Next if our compare score t_{count} Among variable compensation (X_1) with t_{count} variable discipline work (X_2) can is known that score t_{count} compensation 10.737 $>$ t_{count} discipline 6.682 work means X_1 more take effect to performance employee .

4.1.7 Simultaneous Test Results (F)

Table 4.7 Simultaneous Test Results

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	148,368	2	74,184	78,066	.000 ^a
residual	69,369	73	.950		
Total	217,737	75			

a. Predictors:

(Constant), X_2 , X_1

b. Dependent

Variable: Y

In accordance results calculation obtained $F_{\text{count}} = 78.066 > F_{\text{table}} 2.73$ and $\text{sig} 0.000 < 0.05$ means H_0 rejected and H_a accepted . This means that at the level $\alpha = 5\%$ significantly simultaneous compensation (X_1) and discipline work (X_2) has significant influence _ to performance employee (Y). So that hypothesis tested the truth or accepted .

4.1.8 Determination Coefficient Results

Table 4.8 Determination Coefficient Results

Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.825 ^a	.681	.673	.97481

a. Predictors: (Constant), X_2 , X_1

Based on results calculation with using SPSS can is known the R value of 0.825 means connection Among variable independent (X_1 and X_2) with variable very closely dependent temporary it's R Square of 0.681 or 68.1% means that ability variable independent in explain variant from variable dependent is of 68.1% meanwhile other influencing factors taking decision purchase of 31.9% other factors that are intended not examined _ in study this .

4.2 Discussion of Research Results

4.2.1 Influence Compensation and Discipline Work to Employee performance

Based on the calculation results obtained $F_{\text{count}} = 78.066 > F_{\text{table}} 2.73$ and $\text{sig} 0.000 < 0.05$ means that H_0 is rejected and H_a is accepted. This means that at the level of $\alpha = 5\%$ simultaneously compensation (X_1), and work discipline (X_2) have a significant effect on employee performance (Y). So that the hypothesis is tested for truth or accepted. meaning that the higher the compensation and discipline, the performance will increase.

The results of this study are consistent with those conducted by Purnama (2016) which states that compensation affects employee performance at PD Damai Motor Bandar Lampung. Employee performance is a very important thing in an organization's efforts to achieve its goals.

4.2.2 Influence Compensation to Performance Employee

Based on the research results, it is known that the value of $t_{\text{count}} = 10.737 > t_{\text{table}} 1.993$ and $\text{sig} 0.00$, which means that H_0 is rejected and H_a is accepted. This means that in a constant state of discipline (X_2), statistically at the level of confidence (α) = 5%, compensation (X_1) has a positive and significant effect on employee performance (Y). Thus the hypothesis is tested for truth.

The results of the study indicate that the higher the compensation, the higher the performance. In Nathania's research (2016) employee performance is very important in an organization's efforts to achieve its goals. One of the best ways to increase employee performance capacity is to link compensation to employee development. If the compensation program is felt to be fair and competitive by employees, it will be easier for the company to attract potential employees, retain them and motivate employees to improve their performance, so that productivity increases and the company is able to produce products at competitive prices. So that the company is not only superior in competition, but also able to maintain its survival, even able to increase profitability and expand its business, so that compensation has a positive and significant impact on employee performance.

4.2.3 Influence Discipline to Performance Employee

Based on the research results, it is known that the value of $t_{\text{count}} = 6.682 > t_{\text{table } 1993}$ and $\text{sig } 0.000 < 0.05$, which means that H_0 is rejected and H_a is accepted. This means that in a state of constant compensation (X_1), statistically at the level of confidence (α) = 5%, then discipline (X_2) has a positive and significant effect on employee performance (Y). Thus the hypothesis is tested for truth.

The results of the study indicate that the higher the discipline, the higher the performance. Work discipline becomes a matter of priority in a company, because with discipline the company's life becomes safe, orderly, smooth and the company's goals are achieved. The better the work discipline, the employee's performance will increase. Conversely, the lower the employee's work discipline, the employee's performance will decrease. In Wairooy's research (2017), the results of this study indicate that work discipline has a positive and significant effect on employee performance. If work discipline is high, the level of employee performance will increase.

V. CONCLUSION

Based on the results of research with data analysis that has been carried out regarding the effect of compensation and work discipline on employee performance at the Plaza Inn Kendari Hotel, the results obtained are that partially the compensation variable has a positive and significant effect on employee performance variables. Partially the work discipline variable has an effect positive and significant to employee performance variables. Compensation and work discipline have a positive and significant impact on employee performance. the independent variables in this regression model simultaneously or together have a significant influence to variable bound.

5.1 Suggestion

Based on the results of the research and discussion above, the authors can suggest that for company management, namely that compensation at the Plaza Inn Kendari Hotel is quite good. However, during this pandemic, judging from the answers to the questionnaire, there were still employees who chose to answer the neutral option (N) on the questions given. The Plaza Inn Kendari Hotel is expected to design a new strategy like give discount guest room _ interested for stay at Hotel Plaza Inn Kendari. Besides that, the hotel also provides motivation and passion to employees so as not to fed up in doing profession them. It will impact on improvement employee performance and improve possibility to achieve the goals of the company. Work discipline at the Plaza Inn Kendari Hotel is classified as very good, one of which is giving penalty if late come work. Expected more employees at the Plaza Inn Kendari Hotel discipline in complying with company rules. The next researcher should add independent variables that affect employee performance such as leadership, motivation and satisfaction work.

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