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The Influence of Work Discipline and Compensation on The Employees Performance of National Civil Capital Malangbong GarutBranch

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Abstract: The era of globalization where all companies are developing increasingly rapidly requires companies to optimize the performance of their employees and requires human resources. Therefore, good performance will not only benefit individuals, but institutions or organizations and society will also benefit. The purpose of this research is to determine the description and influence of Work Discipline, Compensation on Employee Performance at Madani National Capital (PNM) Malangbong Garut Branch. This research was conducted on 35 employees of Permodalan Nasional Madani (PNM) Malangbong Garut Branch using the method of distributing questionnaires, path analysis and hypothesis testing. Based on the research results, it shows that the description of Work Discipline is in the quite good category at 3.21, Compensation is in the quite good category at 3.38 and Employee Performance is in the quite good category at 2.71. The influence of Work Discipline on Employee Performance is 32.8%. The influence of compensation on employee performance is 20% and the influence of work discipline and compensation on employee performance is 84.2%. The conclusion of this research is that there is a significant influence between Work Discipline and Compensation on Employee Performance at Permodalan Nasional Madani (PNM) Malangbong Garut Branch.

Keyword: Compensation, Employee Performance, Work Discipline

INTRODUCTION

Along with developments over time, especially in the corporate sector, organizations are expected to be able to face challenges professionally. The main element in achieving organizational goals is the people in the organization itself. There is a great need for people who are skilled and reliable in applying management activities as a process of utilizing human resources for the goals set by the organization. The resources in question are Human Resources within the organization. This process will involve organization, direction, coordination and evaluation of Human Resources.

PT. Permodalan Nasional Madani or commonly abbreviated as PNM, is a BRI subsidiary that does business in the micro financing sector. To support its business activities, until 2020, this company has 62 ULaMM branch offices, 626 ULaMM service offices, and

2,668 Mekaar branch offices. This research was conducted at Permodalan Nasional Madani (PNM) Malangbong Garut Branch with a total of 35 employees.

Performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements (Mangkunegara, 2022:78). This shows that human resource factors are an important element and also determine the success or failure of an organization.

Employee performance indicators carried out by Permodalan Nasional Madani (PNM) Malangbong Garut Branch include five main aspects, namely work quality, work quantity, timeliness, effectiveness and cooperation. The supporting data can be presented in the table below:

Table 1. Employee Performance Assessment

Value	Criteria	Year		
		2020	2021	2022
> 8,5	Very good	13	11	10
6,8 – 8,4	Good	6	6	4
5,2 – 6,7	Passably	8	7	9
3,6 – 5,1	Poorly	5	6	7
< 3,5	Not good	3	5	5
Number of employees		35	35	35

Source: Madani National Capital (PNM) Malangbong Garut Branch

LITERATURE REVIEW

Employee performance

Performance is part of the science of human resource management. Performance can be said to be a manifestation of what a person does to the organization. Producing good performance and being able to achieve what the agency has aspired to is something that is highly expected. The opinion of (Mangkunegara, 2022:78), employee performance is the level to which employees achieve job requirements. The 5 dimensions of employee performance are as follows:

1. Quality of work
2. Working quantity
3. Punctuality
4. Effectiveness
5. Collaboration

Work Discipline

Work discipline according to (Robbins, 2021: 145) is an attitude of respect, appreciation, compliance and obedience to applicable regulations, whether written or not, as well as being able to carry out and not evade receiving sanctions, if he violates his duties and authority. given to him. The dimensions of work discipline are as follows:

1. Comply with the time rules
2. Comply with direct company regulations
3. Comply with the company's rules of conduct
4. Comply with other rules

Compensation

Compensation according to (Hasibuan, 2018:89) is one of the important factors where work compensation must be carefully considered by the company. The dimensions of Compensation are as follows:

1. Direct compensation

2. Indirect compensation

Table 2. Previous Research

No	Research title	Researcher	Research result	Equality	Difference
1.	Pengaruh Kompensasi, Budaya Instansi, Terhadap Kinerja Pegawai Dinas Kesehatan Bojonegoro.	Kartini Habdullah, Mei Indrawati dan Muninghar. JMM Online Vol. 4 No. 5 Mei (2020) 774-788. ISSN 2614-0365 e-ISSN 2599-087X	Kompensasi, budaya instansi memiliki pengaruh baik secara langsung maupun tidak langsung terhadap kinerja pegawai dinas kesehatan bojonegoro	Variabel X yang diteliti yaitu Kompensasi Variabel Y yaitu Kinerja Karyawan	1. Periode Penelitian 2. Objek Penelitian 3. Tempat Penelitian 4. Variabel Penelitian
2.	Pengaruh Kompensasi, Disiplin Kerja Terhadap Kinerja Karyawan PT. Pegaddaian.	Musran, Mohamad Makrus dan Wargianto. JEM: Jurnal Ekonomi dan Manajemen STIE Pertiba Pangkalpinang, Vol 5, No. 2, Edisi Des 2019, hal 1-19. ISSN: 2443-2164 e-ISSN 2621-2358	Kompensasi, Disiplin Kerja berpengaruh signifikan terhadap kinerja karyawan	Variabel X yang diteliti yaitu Kompensasi dan Disiplin Kerja Variabel Y yaitu Kinerja Karyawan	1. Periode Penelitian 2. Objek Penelitian 3. Tempat Penelitian 4. Variabel Penelitian
3.	Pengaruh Kompensasi, Disiplin Kerja Dan Pelatihan Terhadap Kinerja Karyawan Karyawan Di PT. Bahana Artha Ventura (BAV).	Dwi Gema Soegesti dan Defia Riski Anggarini. Jurnal Bisnis dan Manajemen Volume 17 No. 3, September 2021, 162-169	Kompensasi, disiplin kerja dan pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan Di PT. Bahana Artha Ventura (BAV)	Variabel X yang diteliti yaitu Kompensasi dan Disiplin Kerja Variabel Y yaitu Kinerja Karyawan	1. Periode Penelitian 2. Objek Penelitian 3. Tempat Penelitian 4. Variabel Penelitian

No	Research title	Researcher	Research result	Equality	Difference
		ISSN 1411-9366 e-ISSN 2747-0032			
4.	Pengaruh Budaya Organisasi Dan Disiplin Kerja Terhadap Kinerja Karyawan.	Diah Pranitasari dan Cisi Bela Saputri. Jurnal Riset Manajemen Sains Indonesia (JRMSI) Vol 11, No. 1, 2020 e-ISSN: 2301-8313	Budaya organisasi dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan	Variabel X yang diteliti yaitu Disiplin Kerja dan Variabel Y yaitu Kinerja Karyawan	1. Periode Penelitian 2. Objek Penelitian 3. Tempat Penelitian 4. Variabel Penelitian
5.	Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PNM Cabang Tasikmalaya.	Indrawati Aprina Kuswardani Aset, Maret 2019, hal. 25-31 Vol. 21 No. 1 ISSN 1693-928X	Motivasi Kerja dan Disiplin Kerja berpengaruh signifikan Terhadap Kinerja Karyawan PNM Cabang Tasikmalaya.	Variabel X yang diteliti yaitu Disiplin Kerja dan Variabel Y yaitu Kinerja Karyawan	1. Periode Penelitian 2. Objek Penelitian 3. Tempat Penelitian 4. Variabel Penelitian

METHOD

According to (Sugiyono, 2018:2), research methods are a scientific way to obtain data with specific purposes and uses. The approach to this research is a quantitative method. According to (Sugiyono, 2018:13), quantitative research methods are research methods that are based on the philosophy of positivism, used to research certain populations or samples. Furthermore, the research method used in this research is descriptive and verification methods. According to (Sugiyono, 2018:21), the descriptive method is a research method that aims to describe and explain the existing conditions in the company based on facts and the data collected is arranged systematically. Meanwhile, according to (Sugiyono, 2018:6), the verification method is a research method through proof to test the hypothesis resulting from descriptive research with statistical calculations so that proof results are obtained that show the hypothesis is rejected or accepted.

RESULTS AND DISCUSSION

Descriptive Analysis

Conceptually, descriptive analysis is an analysis to describe the variables involved in research. In statistics, generally the way to describe existing conditions is variables used: frequency, average, minimum, maximum and sum. In this analysis the author used SPSS version 21 software.

Table 3. Guidelines for Categorization of Respondent Responses

No.	Percentage of Total Score	Criteria
1	1,00 - 1,80	Very Not Good
2	1,81 – 2,60	Not Good
3	2,61 – 3,40	Passably
4	3,41 – 4,20	Good
5	4,21 – 5,00	Very Good

Source: Sugiyono (2018)

In this descriptive analysis, we will discuss the dimensional recap analysis for each variable and the variable recap analysis for the research case. The following is a detailed explanation for the analysis of each variable (Work Discipline, Compensation and Employee Performance) referred to:

Table 4. Respondent Response Index Measuring Scale

No	Scale	Employee Performance	Work Discipline	Compensation
1	1	Very Not Good	Very Not Good	Very Not Good
2	2	Not Good	Not Good	Not Good
3	3	Passably	Passably	Passably
4	4	Good	Good	Good
5	5	Very Good	Very Good	Very Good

Overview of Employee Performance Variables (Y)

Employee performance at Permodalan Nasional Madani (PNM) Malangbong Garut Branch will be illustrated through the respondents' answers. Employee performance is measured using 5 dimensions, namely work quality, work quantity, timeliness, effectiveness and cooperation, operationalized into 15 statement items. To further clarify the description of employee performance, the respondents' answers will be presented in the following table:

Table 5. Recap of Employee Performance Dimensions (Y)

No.	Items	Dimensions	Score	Total score	Mean	Criteria
1	Y.1	Work Quality	90	274	2,61	Not Good
2	Y.2		96			
3	Y.3		88			
4	Y.4	Quantity Of Work	98	289	2,75	Not Good
5	Y.5		94			
6	Y.6		97			
7	Y.7	Punctuality	91	289	2,75	Not Good
8	Y.8		102			
9	Y.9		96			
10	Y.10	Effectiveness	95	285	2,71	Not Good
11	Y.11		97			
12	Y.12		93			
13	Y.13	Cooperation	98	286	2,72	Not Good
14	Y.14		95			
15	Y.15		93			
Total mean				1423	2,71	Not Good

Based on the table recapping the dimensions of the Employee Performance variable (Y), it can be seen that the average dimension of this variable is in the poor criteria with a value of 2.71. The quality of work dimension is in the poor criteria with a value of 2.61. The

work quantity dimension is in the poor criteria with a value of 2.75. The Time Accuracy dimension is in the poor criteria with a value of 2.75. The Effectiveness dimension is in the poor criteria with a value of 2.71. And the Cooperation dimension is in the poor criteria with a value of 2.72. So we can conclude that employee performance at the Malangbong Garut Branch of Madani National Capital (PNM) is not good.

Overview of Work Discipline Variables (X1)

Work Discipline at the Malangbong Garut Branch of Madani National Capital (PNM) will be illustrated through the respondents' answers. Work Discipline is measured using 4 dimensions, namely obeying time rules, obeying direct company regulations, obeying company code of conduct and obeying other regulations operationalized into 15 statement items. To further clarify the description of Work Discipline, the respondents' answers will be presented in the following table:

Table 6. Recap of Work Discipline Dimensions (X1)

No.	Items	Dimensions	Score	Total score	Mean	Criteria
1	X1.1	Comply with the time rules	112	316	3,01	Not Good
2	X1.2		102			
3	X1.3		102			
4	X1.4	Comply with direct company regulations	111	349	3,32	Not Good
5	X1.5		118			
6	X1.6		120			
7	X1.7	Comply with company rules of conduct	114	466	3,33	Not Good
8	X1.8		125			
9	X1.9		112			
10	X1.10	Comply with other regulations	115	555	3,17	Not Good
11	X1.11		118			
12	X1.12		117			
13	X1.13		109			
14	X1.14		105			
15	X1.15	106				
Total mean				1686	3,21	Not Good

Based on the table recapping the dimensions of the Work Discipline variable (X1), it can be seen that the average dimension of this variable is in the poor criteria with a value of 3.21. For the dimension of Compliance with time rules, it is in the poor criteria with a value of 3.01. The dimension of compliance with company regulations is directly in the poor criteria with a value of 3.32. The dimension of compliance with company rules of conduct is in the poor criteria with a value of 3.33. And the dimension of compliance with other regulations is in the poor criteria with a value of 3.17. So we can conclude that Work Discipline at the Malangbong Garut Branch of Madani National Capital (PNM) is not good.

Overview of Compensation Variables (X2)

Compensation at the Malangbong Garut Branch of Madani National Capital (PNM) will be illustrated through the respondents' answers. Compensation is measured using 2 dimensions, namely direct compensation and indirect compensation, operationalized into 6 statement items. To further clarify the description of compensation, the respondents' answers will be presented in the following table:

Table 7. Recap of Compensation Dimensions (X2)

No.	Items	Dimensions	Score	Total score	Mean	Criteria
1	X2.1	Direct compensation	122	359	3,42	Good
2	X2.2		119			
3	X2.3		118			
4	X2.4	Indirect compensation	121	351	3,35	Not good
5	X2.5		115			
6	X2.6		115			
Total mean				710	3,38	Not good

Based on the table recapping the dimensions of the Compensation variable (X2), it can be seen that the average dimension of this variable is in the poor criteria with a value of 3.38. For the direct compensation dimension, the criteria are good with a value of 3.42. And the indirect compensation dimension is in the poor criteria with a value of 3.35. So we can conclude that compensation at the Malangbong Garut Branch of Madani National Capital (PNM) is not good.

Classic assumption test Normality test

The normality test aims to test whether in the regression model Work Discipline (X1), Compensation (X2) and Employee Performance (Y) the residuals resulting from the regression model have a normal distribution or not. Normality test was carried out using Kolmogorov-Smirnov and Normal P-P Plot Graphic analysis.

Table 8. Kolmogorov-Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Disiplin Kerja	Kompensasi	Kinerja Karyawan
N		35	35	35
Normal Parameters ^a	Mean	44.4286	47.0571	41.2000
	Std. Deviation	8.93205	8.77477	11.28455
Most Extreme Differences	Absolute	.097	.078	.114
	Positive	.084	.078	.114
	Negative	-.097	-.069	-.083
Kolmogorov-Smirnov Z		.573	.459	.673
Asymp. Sig. (2-tailed)		.897	.984	.755

a. Test distribution is Normal.

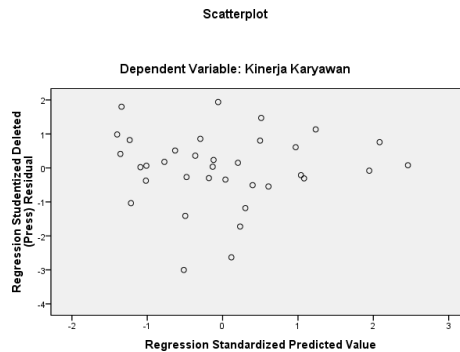
The basic concept of the Kolmogorov Smirnov normality test is to compare the distribution of data (which will be tested for normality) with a standard normal distribution (data that has been transformed into Z-score form and is assumed to be normal). If it is significant < 0.05 it means it is not normal. If it is significant > 0.05 it means normal.

So it can be seen from the data in Table 9 that the results of the normality test for Work Discipline (X1) on Employee Performance (Y) are stated to have a normal distribution, because Asymp. Sig (2-tailed) = 0.897 > 0.05.

For the normality test results of Compensation (X2) on employee performance (Y) it is stated that it has a normal distribution, because Asymp. Sig (2-tailed) = 0.984 > 0.05. So the results of the normality test for Work Discipline and Compensation for Employee Performance are declared to have a normal distribution, because Asymp. Sig (2-tailed) = 0.755 > 0.05.

Heteroscedasticity Test

Heteroscedasticity can be seen from the presence or absence of certain patterns on the graph between the X axis which is the variable that has been predicted and the Y axis which is the residual (Yprediction- actual Y) which has been standardized. The basis for decision making is that if there is a certain pattern, such as points that form a certain regular pattern, then heteroscedasticity has occurred.



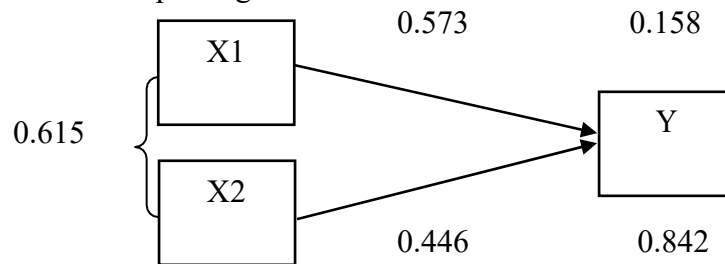
From the results of the image above, it is known that the data spreads around the zero axis (0) and does not form a particular pattern, so the regression model meets the heteroscedasticity assumption.

Verification Analysis

This test was carried out to determine the degree of strength of the relationship between the independent variable and the dependent variable. In this research, there is a correlation between the Work Discipline and Compensation variables on employee performance. To determine the degree of closeness of the relationship between research variables, researchers used Path Analysis.

Path Analysis

After obtaining the regression coefficient and correlation coefficient values, the description of this research paradigm is as follows:



Furthermore, based on the path coefficient value, the total influence of Work Discipline (X1) and Compensation (X2) on Employee Performance (Y) can be obtained. For more details, hypothesis testing and discussion can be described in the following section.

Hypothesis

T Test (Partial)

The Influence of Work Discipline (X1) on Employee Performance (Y) at Madani National Capital (PNM) Malangbong Garut Branch

Testing the Effect of Work Discipline (X1) on Employee Performance (Y) was carried out through path analysis calculations with the following results:

Table 9. T Test of the Effect of Work Discipline (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-17.982	4.634		-3.880	.000
	Disiplin Kerja	.724	.112	.573	6.439	.000
	Kompensasi	.574	.114	.446	5.015	.000

a. Dependent Variable: Kinerja Karyawan

Based on the table above, it can be seen that the significance level for Work Discipline is $0.000 < 0.05$ so that H_a is accepted and H_0 is rejected. Apart from that, it can be seen from t-count ($6.439 > t\text{-table } (1.693)$), which means that partially Work Discipline has a significant influence. on Employee Performance at Madani National Capital (PNM) Malangbong Garut Branch. This shows that if work discipline gets better, employee performance will experience a significant increase and vice versa.

The Effect of Compensation (X2) on Employee Performance (Y) at National CivilCapital (PNM) Malangbong Garut Branch

Testing the Effect of Compensation (X2) on Employee Performance (Y) was carried out through path analysis calculations with the following results:

Table 10. T Test of the Effect of Compensation (X2) on Employee Performance (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-17.982	4.634		-3.880	.000
	Disiplin Kerja	.724	.112	.573	6.439	.000
	Kompensasi	.574	.114	.446	5.015	.000

a. Dependent Variable: Kinerja Karyawan

Based on the table above, it can be seen that the significance level of Compensation is $0.000 < 0.05$ so that H_a is accepted and H_0 is rejected, apart from that it can be seen from t-count ($5.015 > t\text{-table } (1.693)$) meaning that partially Compensation has a significant influence on Performance Employees at Permodalan Nasional Madani (PNM) Malangbong Garut Branch. This shows that if compensation gets better, employee performance will experience a significant increase and vice versa.

F Test (Simultaneous)

Simultaneous test is a test to prove whether independent variables simultaneously (together) have an influence on the dependent variable (Ghozali, 2019: 88). To find out whether Work Discipline and Compensation have an influence on Employee Performance at Madani National Capital (PNM) Malangbong Garut Branch. So hypothesis testing is carried out simultaneously (F test). The calculations in this test were carried out using SPSS 21 software so that the following results were obtained:

Table 11

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3647.329	2	1823.664	85.534	.000 ^a
	Residual	682.271	32	21.321		
	Total	4329.600	34			

a. Predictors: (Constant), Kompensasi, Disiplin Kerja

b. Dependent Variable: Kinerja Karyawan

Based on the table above, it can be seen that the significance level is $0.000 < 0.05$ so that H_a is accepted and H_0 is rejected. This means that simultaneously Work Discipline and Compensation have a significant influence on Employee Performance at Madani National Capital (PNM) Malangbong Garut Branch.

CONCLUSION

The results of research that has been carried out regarding the analysis of Work Discipline and Compensation which have a significant influence on Employee Performance at the Malangbong Garut Branch of Madani National Capital (PNM), can be obtained several conclusions as follows:

1. Based on descriptive analysis of the results of distributing questionnaires, it was found that respondents' responses to Work Discipline (X1) were in the interval 2.60 – 3.40 with the predicate Not Good, the value was (3.21). These results show that the Work Discipline variable provides an adequate perception of the dimensions used in this research, in the sense that it is quite optimal.
2. Based on descriptive analysis of the results of distributing questionnaires, it was found that respondents' responses to Compensation (X2) were in the interval 2.60 – 3.40 with the predicate Not Good, the value was (3.38). These results show that the Compensation variable provides an adequate perception of the dimensions used in this research, in the sense that it is quite optimal.
3. Based on descriptive analysis of the results of distributing questionnaires, it was found that respondents' responses to Employee Performance (Y) were in the interval 2.60 – 3.40 with the predicate Not Good, the value was (2.71). These results indicate that the Employee Performance variable provides adequate perceptions of the dimensions used in this research, in the sense that it is quite optimal.
4. Work Discipline (X1) has a positive and significant effect on Employee Performance (Y), as evidenced by the direct Work Discipline path coefficient value of Fairly Good, which is 0.573 and the significance is 0.000, because the significance value is smaller than 0.05 ($0.000 < 0.05$).
5. Compensation (X2) has a positive and significant effect on Employee Performance (Y), as evidenced by the direct Compensation path coefficient value of Fairly Good, which is 0.446 and the significance is 0.000, because the significance value is smaller than 0.05 ($0.000 < 0.05$).
6. The magnitude of the influence of Work Discipline (X1) and Compensation (X2) on Employee Performance (Y) simultaneously obtained a value of $R^2 = 0.842$ while the remainder was 0.158 and the significance value (Sig.) was $0.000 < 0.05$. So it can be concluded that H_0 is rejected and H_1 is accepted, which means that the influence of Work Discipline (X1) and Compensation (X2) on Employee Performance (Y) is Good.

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