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The Influence of Compensation, Work Facilities and Work Discipline on Employee Performance at CV. Aufco Bandung

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Abstract: The purpose of this study was to determine the effect of compensation, work facilities, and work discipline on employee performance at CV. Aufco Bandung both partially and simultaneously. The population in this study were all employees at CV. Aufco Bandung, totaling 32 employees. The sampling technique used in this study was saturated sampling technique. The method used in this research is Quantitative Method with data collection techniques used are interviews and distributing questionnaires to respondents. The data analysis technique used is multiple linear regression with the SPSS program. The results of the study concluded that: (1) compensation has a significant effect on employee performance. (2) work facilities have a significant effect on employee performance. (3) work discipline has a significant effect on employee performance. In simultaneous testing, compensation, work facilities, and work discipline have a positive and significant effect on employee performance at CV. Aufco Bandung. The magnitude of the influence of compensation, work facilities, and work discipline is indicated by the Adjusted R Square value of 67.8% and the remaining 32.2% is influenced by other variables not examined in this study.

Keyword: Compensation, Work Facilities, Discipline, Performance

INTRODUCTION

The level of effectiveness of human resource management is seen as influencing organizational performance. In relation to strategy, organizations can succeed if they have a competitive advantage. Therefore, organizations need resources that can contribute to achieving these advantages. Good management is needed in managing Human Resources (HR) to achieve the goals desired by the company or organization. Therefore, employees who have high and good performance can support the achievement of goals and objectives set by the company and vice versa. One way to optimize human resources that can be taken by companies is to improve employee performance.

According to Mangkunegara (2017: 67), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the

responsibilities given to him. In realizing to improve employee performance, there are efforts that must be made, by knowing the needs of employees, this effort can provide a positive assumption for an employee that they are working and taking part in achieving goals. The level of work performance shown by employees for the company can be influenced by several factors, one of which is the reward for the work they do.

Compensation is all income in the form of money, direct or indirect goods received by employees in return or services provided to the company (Hasibuan, 2020: 118). Things given to human resources can be used to influence their performance. Efforts to increase employee loyalty, increase employee productivity which will improve performance can be done by providing compensation.

In addition to compensation, facilities are also needed for employees to carry out their duties and roles in the company. According to Husnan (in Wahyuni, 2014: 4) work facilities are facilities and infrastructure needed to help employees more easily complete work so as to improve their performance. An organization or company in carrying out tasks to achieve company goals needs to rely on good and complete work facilities in order to facilitate and complete effectively and efficiently, so that the work results provided are optimal. Another factor that affects performance is work discipline. According to Agustini (2019: 89) work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee constancy in achieving company / organization goals. Work discipline is one of the important factors and one of the attitudes that need to be considered in every company to improve employee performance.

Furthermore, based on employee performance appraisals data for CV. Aufco Bandung in 2021 and 2022, the assessment of employee performance with a total of 32 employees, most of the average number falls into the sufficient criteria. Employees who fall into the sufficient criteria in 2021 are 38%, and in 2022 are 34%. CV. Aufco Bandung experienced that the desired target was not realized or not achieved. The performance of employees at CV Aufco Bandung is less than optimal and has also decreased the achievement of targets or performance standards that have been targeted by the company. From the data it can be seen that the majority of targets have not been achieved. This is thought to be due to the high targets set and also caused by inappropriate compensation, inadequate work facilities, and decreased work discipline.

In realizing good employee performance is difficult because there are factors that can affect the ongoing activities at CV. Aufco Bandung. With that, it is expected to pay attention to factors that can affect their performance, such as compensation, work facilities, and work discipline. Based on the description of the phenomena and problems above, the authors were inspired to conduct research with the title "The Effect of Compensation, Work Facilities, and Work Discipline on Employee Performance at CV. Aufco Bandung".

METHOD

Method Used

According to Sugiyono (2018: 2) the research method is basically a scientific way to get data with specific purposes and uses. The scientific method means research activities based on scientific characteristics, namely rational, empirical, and systematic. In this study using quantitative methods with descriptive and verification approaches, as a research process using descriptive, namely as sentences arranged in a questionnaire or interview results with informatics, the purpose of this study is to determine the effect of the effect of the research on the effectiveness of the research. compensation, work facilities, and work discipline on employee performance at CV. Aufco Bandung.

Variable Operationalization

As revealed in the problem identification, the main problems studied are Self-esteem (X1), reward (X2), and Work Ethic (X3) as independent variables, Employee productivity as the dependent variable (Y). Based on the research approach used.

Data/Information Source and Method

The data sources used in this research are: (1) primary data obtained from the results of filling out questionnaires regarding Compensation, Work Facilities, Work Discipline, and Performance filled out by employees at CV. Aufco Bandung; (2) secondary data obtained from literature and journal sources and the results of previous research related to Compensation, Work Facilities, and Work Discipline on Performance.

According to Sugiyono (2017: 85) explains that saturated sampling is a sampling technique when all members of the population are used as samples. Another term for saturated sample is census, where all members of the population are sampled.

The population in this study were employees of CV. Aufco Bandung, totaling 32 respondents. Where the population is taken all into the sample, so that the sampling technique taken is a saturated sample.

Data Collection Techniques

The techniques used to collect data in this study are as follows:

1. Interviews, conducted by interviewing managers and employees regarding matters related to the problem being studied as well as the object of research.
2. Questionnaire, done by asking questions about Compensation, Work Facilities, Work Discipline, and Performance that have been prepared in writing by distributing questionnaires and filled in by CV. Aufco Bandung employees.
3. Documentation, collecting documents from trusted sources and collecting information derived from important records from CV. Aufco Bandung.

RESULTS AND DISCUSSION

Result

Multiple Linear Regression Analysis Results

Multiple linear regression analysis is used to see the effect of compensation, work facilities and work discipline on the performance of CV Aufco Bandung employees. The results of multiple linear regression analysis in this study that have been processed using the SPSS software program are as follows:

Table 1. Multiple Linear Regression Analysis Results

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	9,383	10,306		0,910	0,370
	Compensation	-0,101	0,142	-0,084	-0,712	0,482
	Work Facilities	0,519	0,126	0,530	4,125	0,000
	Work Discipline	0,462	0,146	0,446	3,170	0,004

a. Dependent Variable: Employee Performance

Source: Primary Data (2023)

Based on the table above, it can be seen that the multiple linear regression equation is as follows:

$$Y = 9,383 - 0,101 X_1 + 0,519 X_2 + 0,462 X_3 + e$$

1. Constant value = 9,383
The constant value indicates that if the independent variable (Compensation, Work Facilities, and Work Discipline) is assumed to be zero, then the dependent variable (Employee Performance) is 9.383.
2. Coefficient Value (b1) = -0.101
The coefficient value shows that the Compensation variable has a negative and significant effect, which means that if the Compensation is reduced by 1 unit level, the Employee Performance will increase by 0.101 units.
3. Coefficient Value (b2) = 0,519
The coefficient value shows that the Work Facility variable has a positive and significant effect, which means that if the Work Facility is reduced by 1 unit level, the Employee Performance will increase by 0.519 units.
4. Coefficient Value (b3) = 0,452
The coefficient value shows that the Work Discipline variable has a positive and significant effect, which means that if the Work Discipline is increased by 1 unit level, the Employee Performance will increase by 0.462 units.

Coefficient of Determination (R²)

The coefficient of determination is used to measure or determine how much the change in the dependent variable is explained or determined by the independent variable. The results of the coefficient of determination in this study can be seen in the following table:

Table 2. Coefficient of Determination Result

Model Summary ^b									
Model	R	R Square	Model Summary ^b			Change Statistics			Sig. F Change
			Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	
1	0,842 ^a	0,709	0,678	3,209	0,709	22,789	3	28	0,000

a. Predictors: (Constant), Work Discipline, Compensation, Work Facilities

b. Dependent Variable: Employee Performance

Source: Primary Data (2023)

Based on table 2 above, it can be seen that the coefficient of determination shows the Adjusted R Square number of 0.678, this means that the effect that can be explained by the independent variables (Compensation, Work Facilities, and Work Discipline) on the dependent variable (Employee Performance) is 67.8%. While the remaining 32.2% is explained by variables not examined in this study.

T Test

Hypothesis testing in this study was carried out at a significance level of 0.05 or 5% and the t table value was calculated using the formula $df = n - k - 1$, namely $df = 32 - 4 - 1 = 27$, so that the t table is 2.052.

Table 3. T Test Result

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,383	10,306		0,910	0,370

Compensation	-0,101	0,142	-0,084	-0,712	0,482
Work Facilities	0,519	0,126	0,530	4,125	0,000
Work Discipline	0,462	0,146	0,446	3,170	0,004

a. Dependent Variable: Employee Performance

Source: Primary Data (2023)

Based on table 3 above, the following conclusions can be drawn:

1. **First Hypothesis**
Hypothesis testing of the Compensation variable (X1) on Employee Performance (Y) through the results of calculations that have been obtained that $t \text{ count} < t \text{ table}$ ($-0.712 < 2.052$) and with a significant level of 0.05, namely ($0.482 > 0.05$) This states that the Compensation variable partially has a negative and insignificant effect on the performance of CV Aufco Bandung employees.
2. **Second Hypothesis**
Hypothesis testing of Work Facility variables (X2) on Employee Performance (Y) through the results of calculations that have been obtained that $t \text{ count} > t \text{ table}$ ($4.125 > 2.052$) and with a significant level of 0.05, namely ($0.000 < 0.05$) This states that the Work Facility variable partially has a positive and significant effect on the performance of CV Aufco Bandung employees.
3. **Third Hypothesis**
Hypothesis testing of the Work Discipline variable (X3) on Employee Performance (Y) through the calculation results that have been obtained that $t \text{ count} > t \text{ table}$ ($3.170 > 2.052$) and with a significant level of 0.05, namely ($0.004 < 0.05$) This states that the Work Discipline variable has a positive and significant effect on the performance of CV Aufco Bandung employees.

F Test

In this study, the F test was carried out by comparing the calculated F value with the F table value at a significance value of 0.05 (= 5%).

Table 4. F Test Result

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	703,923	3	234,641	22,789	0.000 ^b
	Residual	288,296	28	10,296		
	Total	992,219	31			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Compensation, Work Facilities

Source: Primary Data (2023)

Based on the table above, it can be seen that the calculated F value is 22.789. The F table with $df_1 = 3$ and the denominator degree is 28, then the F table is 3.63, meaning, $F \text{ count} > F \text{ table}$, namely $22.789 > 3.63$. Significance value of $0.000 < 0.05$, then in the F test it can be concluded that the fourth hypothesis in this study, namely Compensation, Work Facilities, and Work Discipline simultaneously affect the performance of CV Aufco Bandung employees is accepted.

1. The Effect of Compensation on Employee Performance of CV Aufco Bandung Employees

Based on the results of research that has been carried out by testing, the Compensation variable tested partially produces a t value $> t \text{ table}$, namely $-0.712 < 2.052$ and with a significant level of 0.05, namely $0.482 > 0.05$. This states that the Compensation variable

partially has a negative and insignificant effect on the performance of CV Aufco Bandung employees.

In contrast to previous research conducted by Sulaeman, et al (2021) entitled The Effect of Compensation on Employee Performance at PT Primacipta Graha Sentosa Jakarta which states that Compensation has a positive and significant effect on employee performance.

2. The Effect of Work Facilities on Employee Performance of CV Aufco Bandung Employees

Based on the results of research that has been carried out by testing, the Work Facility variable which is partially tested produces a t value $>$ t table, namely $4.125 > 2.052$ and with a significant level of 0.05, namely $0.000 < 0.05$. This states that the Work Facility variable partially has a positive and significant effect on the performance of CV Aufco Bandung employees. This states that the Work Facility variable partially has a positive and significant effect on the performance of CV Aufco Bandung employees.

The results of this study support the results of previous research conducted by Anam & Rahardja (2017) with the title The Effect of Work Facilities, Work Facilities and Employee Performance on Employee Performance (Study on Employees of the Central Java Provincial Industry and Trade Office) which states that work facilities affect employee performance.

3. The Effect of Work Discipline on Employee Performance of CV Aufco Bandung Employees

Based on the results of research that has been carried out by testing, the Work Discipline variable which is partially tested produces a t value $>$ t table, namely $3.170 > 2.052$ and with a significant level of 0.05, namely $0.004 < 0.05$. This states that the Work Discipline variable partially has a positive and significant effect on the performance of CV Aufco Bandung employees. This states that the Work Discipline variable partially has a positive and significant effect on the performance of CV Aufco Bandung employees.

The results of this study are in line with previous research conducted by Husain (2017) with the title Effect of Work Discipline on Employee Performance (At PT. Bank Danamon Tbk Bintaro Branch) which shows that work discipline has a positive and significant effect on employee performance.

4. The Effect of Compensation, Work Environment, and Work Discipline on Employee Performance of CV Aufco Bandung Employees

Based on the results of the F test conducted in this study, the calculated F value obtained is F count $>$ F table, which is $22.789 > 3.63$ with a significance value of $0.000 < 0.05$. Thus, it can be concluded that Compensation, Work Environment, and Work Discipline simultaneously affect the Employee Performance of CV Aufco Bandung Employees.

The results of this study are in line with previous research conducted by Sampurna, et al (2020) entitled The Effect of Work Discipline, Work Facilities and Compensation on Employee Performance Cv. Putra Putri Jombang.

CONCLUSION

Based on the results of the research that has been conducted, the following conclusions can be drawn:

1. There is no significant influence between Compensation on Employee Performance of CV Aufco Bandung Employees.
2. There is a positive and significant effect of Work Facilities on Employee Performance of CV Aufco Bandung Employees.

3. There is a positive and significant influence of Work Discipline on Employee Performance of CV Aufco Bandung Employees.
4. There is a positive and significant influence of Compensation, Work Facilities, and Work Discipline on Employee Performance of CV Aufco Bandung Employees.

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