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## The Influence of Compensation, Motivation, Work Discipline on Member Performance at Ditpamobvit Korsabhara Baharkam Polri

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**Abstract:** This study investigates the relationship and impact of compensation, motivation, and work discipline on the performance of members at Ditpamobvit Korsabhara Baharkam Polri. A total of 100 members were sampled, and the data were analyzed using validity and reliability tests, followed by multiple linear regression analysis. The findings indicate that compensation, motivation, and work discipline significantly enhance member performance. This was confirmed through t-tests for each independent variable: the compensation variable showed  $t_{\text{count}} > t_{\text{table}}$  ( $5.510 > 1.660$ ) with a significance value of  $0.000 < 0.05$ , leading to the rejection of  $H_0$  in favor of  $H_a$ , indicating a positive effect. Similarly, for motivation,  $t_{\text{count}}$  was  $4.290 > 1.660$  with a significance of  $0.000 < 0.05$ , resulting in  $H_0$  rejection and  $H_a$  acceptance. Work discipline also demonstrated a significant effect with  $t_{\text{count}} = 4.826 > 1.660$ ,  $t_{\text{count}} = 4.826 > 1.660$  and a significance value of  $0.000 < 0.05$ . Furthermore, F-test revealed that together, these variables have a significant influence on performance with  $F_{\text{count}} = 156.427 > F_{\text{table}} = 2.70$ ,  $F_{\text{count}} = 156.427 > F_{\text{table}} = 2.70$  and a significance value of  $0.000 < 0.05$ , confirming a positive collective impact on member performance.

**Keyword:** Compensation, Motivation, Work Discipline, & Member Performance.

## INTRODUCTION

According to Larasati in Hadion et al. (2021) Human resources (HR) is a crucial and inseparable element of an organization, both institutions and companies. HR also plays a key role in determining the development and progress of the company. The existence of quality human resources will certainly help companies and organizations compete and face these changes according to Nuryanta, N. in Elu and Rahmawati (2024). according to in Anggraeni and Savitri (2024), Human resources are the main key for an organization in achieving its goals. Therefore, overall, human resources can be defined as individuals who act as drivers in an organization, be it an institution or a company. They serve as an asset that must be trained and developed to improve their capabilities.

According to Handoko in Setyaningsih and Islamic Educational Institution according to Ahmad Fatah Yasin Lisdartina (2021), Human resource development is an effort to improve and enhance the knowledge, abilities, attitudes, and character of individuals. This step aims to improve the quality of human life, both physically and non-physically, so that they are able to become individuals who are beneficial to society. In line with this according to Alwi in Abdullah and Jabid (2021), The word development refers to a process that takes place over the long term with the aim of increasing the potential and effectiveness of the organization.

HR in an organization is very important to be managed properly because it is the main asset and has a very significant impact on the running of an organization. HR is also the key that determines the development of an organization or institution.

Compensation is one of the most important functions in human resource management. Because compensation is one of the most sensitive aspects in the employment relationship. according to William B. Werther dan Keith Davis, as quoted in Zulkarnaen and Herlina in Fajri Anggita Putri and Kristiana Sri Utami (2024), Compensation is everything that an employee receives in return for work performed. It includes both hourly wages and periodic salaries designed and managed by the personnel department. Compensation, or merit pay, can also consist of direct and indirect payments, either in the form of money or goods, to reward employees for their contributions to the company. From the description above, the author can conclude that compensation is a reward given by the company to employees for the performance they provide.

Many factors can affect the size of the compensation level. This needs attention so that the principle of fair and decent wages and job satisfaction can be achieved. according to Mangkunegara in Pipit Mulyah, Dyah Aminatun, Sukma Septian Nasution, Tommy Hastomo, Setiana Sri Wahyuni Sitepu (2020), There are six factors that influence compensation policy. These factors include the role of the government, agreements between companies and employees, employee standards and cost of living, comparative wage measures, demand and supply dynamics, and the company's ability to pay.

According to Hasibuan in Kusumayadi (2021), There are two types of compensation methods. First, there is the Single Method, in which the determination of an employee's basic salary is based solely on the last diploma held. In this case, the class level and base salary are determined solely by the formal education that is the reference. Second, there is the Plural Method, which considers various factors in determining base salary, including diploma, nature of work, informal education, and even family relationships. As such, there is no fixed base salary standard. This method is often found in private companies, where there is still the possibility of discrimination in salary determination.

Indicators in providing compensation for employees are of course different. According to Hasibuan in Keller (2016), suggests in general indicators of compensation, namely salary, bonus, intensive, allowances and facilities. In line with this according to Ranupandojo dan Husnan in Carmelita (2018), explains that salary or wages are basically a reward for employee work performance. In other words, the higher a person's work performance, the greater the salary or wage he receives.

According to Wexley and Yukl in Khoerunnisa, Rahayuningsih, and Suranta (2017), motivation can be defined as the process of giving or generating motives, which causes someone to have the urge to act. Thus, motivation is not just a drive, but also a source of enthusiasm that encourages someone to do something.

According to Wardan in Ii and Teoritis (2020), motivation can be interpreted as an effort or activity carried out by managers to arouse and increase the enthusiasm and passion of employees. This shows that motivation does not only come from material incentives, but also from the feelings of employees who feel cared for, supported, and have clear goals to achieve.

According to Sunyoto in Malawat (2022), Motivation is concerned with ways to encourage a person's work enthusiasm, so that they are willing to spend their abilities and

expertise to the maximum in order to achieve organizational goals. The importance of motivation lies in the hope of making every employee work hard and with enthusiasm, so that work productivity can increase significantly.

According to Maruli in Nining, A., Jaenab, and Wulandari (2023), Work motivation can be understood as a variety of drives that arise from individual desires. This drive evokes the spirit and desire that comes from within a person, which in turn can influence, direct and maintain their behavior in an effort to achieve goals or desires that are in line with their field of work.

Sutrisno in Jopanda (2019) explains that work discipline refers to individual behavior that is in line with applicable rules and procedures. In other words, discipline can be interpreted as attitudes and actions that are in accordance with organizational regulations, both written and unwritten. According to Jepry dan Mardika in Pranitasari and Khotimah (2021) The higher the level of discipline applied, the more employee performance will increase. Thus, employees will work wholeheartedly to achieve company goals.

According to Juhro in Aulia, Djamhur, and Hamidah (2020), Work discipline and awareness are at the core of work rule implementation. In practice, this creates a positive response from employees, who carry out their duties with a sense of obedience, order and responsibility, without feeling burdened. In line with this according to Sastrohadiwiryo in Saleh and Utomo (2018), Work discipline can be defined as an attitude that reflects respect, appreciation, compliance, and obedience to existing rules, both written and unwritten. Individuals with work discipline are able to carry out their responsibilities properly and are willing to accept sanctions if they violate the duties and authority that have been given.

The author can conclude that work discipline is the attitude, behavior, and actions of someone who must comply with the rules that apply in the company.

According to Mangkunegara in Pipit Muliyah, Dyah Aminatun, Sukma Septian Nasution, Tommy Hastomo, Setiana Sri Wahyuni Sitepu (2020), performance is the result of work that reflects both the quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. According to Donelly, Gibson, and Ivancevich in Nursam (2017). Performance can be defined as the level of success in carrying out tasks and the ability to achieve predetermined goals. A performance is considered good and successful if the desired goals can be achieved satisfactorily.

Performance, as described by Moeheriono in Mokosolang, Liando, and Sampe (2021), can be interpreted as a reflection of the level of achievement in the implementation of a program, activity, or policy. It focuses on efforts to realize the goals, objectives, vision, and mission of the organization, which are reflected through the strategic planning carried out by the organization.

## **METHOD**

This study uses a quantitative approach with a survey method to analyze the effect of compensation, motivation, and work discipline on the performance of members of the Ditpamobvit Korsabhara Baharkam Polri. The population in this study were all active members of the Ditpamobvit Korsabhara Baharkam Polri, with a sampling technique using purposive sampling based on certain criteria, namely members who have served for at least two years. Data were collected through the distribution of questionnaires compiled based on the indicators of each variable, using a five-point Likert scale to measure the level of respondent agreement with the statements given.

The variables in this study consist of independent variables, namely compensation ( $X_1$ ), motivation ( $X_2$ ), and work discipline ( $X_3$ ), and the dependent variable, namely member performance ( $Y$ ). The data analysis technique used is multiple linear regression analysis to determine the simultaneous and partial effects of the three independent variables on the dependent variable. The regression equation model used in this study is:

$$Y = \beta_0 + \beta_1.X_1 + \beta_2.X_2 + \beta_3.X_3 + \varepsilon$$

Before the regression analysis was conducted, the data were first tested through a validity test using the Pearson Product Moment correlation technique and a reliability test using Cronbach's Alpha. The data is declared valid if the significance value is  $< 0.05$  and reliable if the alpha value is  $> 0.70$ . To ensure the feasibility of the regression model, a classical assumption test was also conducted which included a normality test with Kolmogorov-Smirnov, a multicollinearity test by looking at the VIF and tolerance values, a heteroscedasticity test using the Glejser method, and an autocorrelation test with the Durbin-Watson Test. Hypothesis testing was conducted through a t-test to test the partial effect of each independent variable on performance, and an F-test to test the simultaneous effect of the three independent variables on member performance. In addition, the coefficient of determination ( $R^2$ ) was used to determine how much contribution compensation, motivation, and work discipline had in explaining performance variables.

### Framework of Thinking

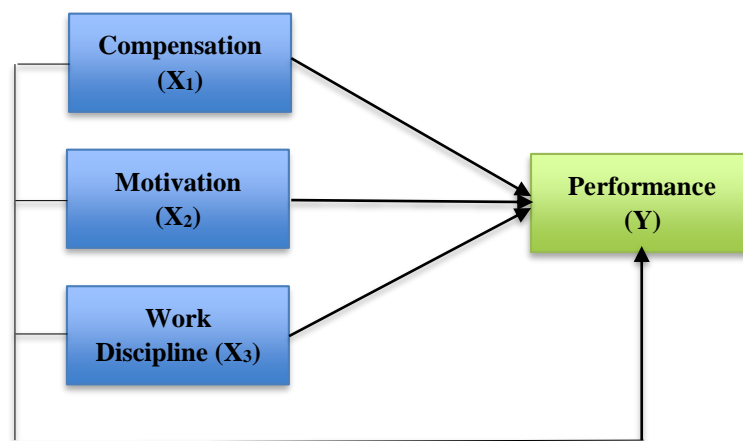


Figure 1. Conceptual Framework

Hypothesis, according to Sugiyono in Keller (2016), is a temporary answer to the formulated research question, which is based on empirical facts obtained through the data collection process. So the hypothesis in this study is as follows:

- H1 : Compensation affects the performance of members of Ditpamobvit Korsabhara Baharkam Polri.
- H2 : Motivation affects the performance of members of Ditpamobvit Korsabhara Baharkam Polri
- H3 : Work Discipline affects the performance of members of Ditpamobvit Korsabhara Baharkam Polri.
- H4 : Compensation, Motivation and Work Discipline both have an influence on the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

## RESULTS AND DISCUSSION

### Reliability Test

**Table 1. Reliability Test**

Variable	Alpha Cronbach	Measurement Limits	Information
Kompensasi ( $X_1$ )	0,753	0,6	Reliable
Motivasi ( $X_2$ )	0,715	0,6	Reliable
Disiplin Kerja ( $X_3$ )	0,670	0,6	Reliable
Kinerja Anggota (Y)	0,717	0,6	Reliable

Source: SPSS 25

Cronbach's Alpha value on the compensation variable shows a value of  $0.753 > 0.6$ , so it can be said that the data is reliable. Cronbach's Alpha value on the motivation variable shows a value of  $0.715 > 0.6$ , it can be said that the data is reliable. Cronbach's Alpha value on the work discipline variable shows a value of  $0.670 > 0.6$ , so it can be said that the data is reliable.

The Alpha Cronbach value on the member performance variable shows a value of  $0.717 > 0.6$ , so it can be said that the data is reliable. So compensation, motivation, work discipline and member performance have Alpha Cronbach  $> 0.6$  so it can be said that all statements used in this research questionnaire are reliable and suitable for use as measuring instruments.

### Normality Test

**Table 2. Statistical Normality Test Results  
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		100
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.32248854
Most Extreme Differences	Absolute	.113
	Positive	.113
	Negative	.078
Test Statistics		.113
Asymp. Sig. (2-tailed)		.200 <sup>c</sup>

a. Test distribution is Normal.

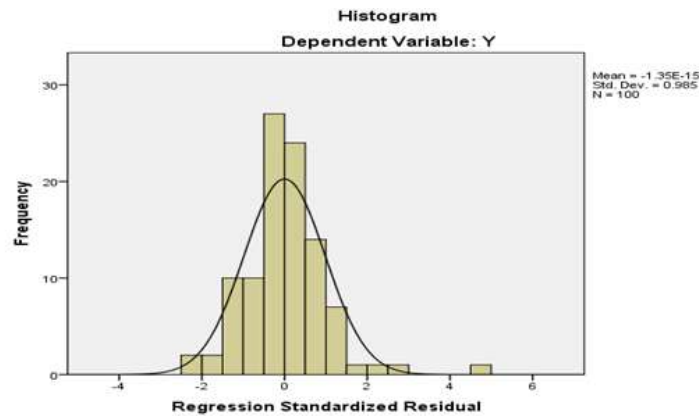
b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS 25

The results of the normality test conducted show the significance value in this study that in the asymp column. Sig (2-tailed) for the two-sided test is 0.200 or the probability is above 0.05 ( $0.200 > 0.05$ ) so it is concluded that all variables are normally distributed.

## Histogram Diagram



Source: SPSS 25

**Figure 2. Histogram Normality Test**

The results of the histogram pattern appear to be in line with the norm curve even though there are some outlier data, but in general the data is distributed in the direction of the curve and is bell-shaped or in other words, a conclusion can be drawn that the data is normally distributed.

## Multicollinearity Test Coefficients

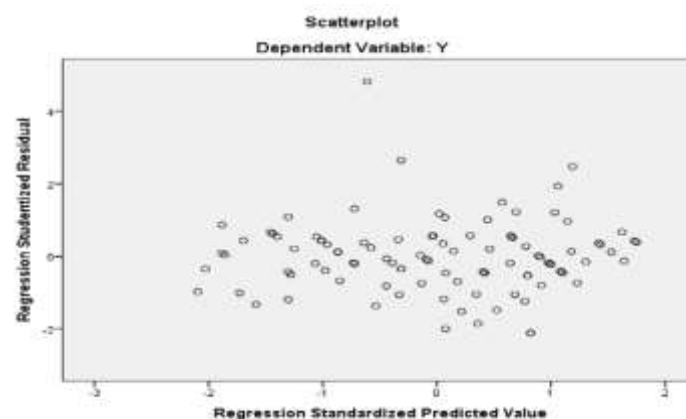
**Table 3. Multicollinearity Test Results**

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
X1.Compensation	.330	3.034
X2.Motivation	.391	2.558
X3.WorkDiscipline	.422	2.371

Source: SPSS 25

Collinearity Statistics can be understood that the VIF score of the independent variable, namely compensation ( $X_1$ ) has a VIF score of 3.034 and a tolerance of 0.330, the motivation variable ( $X_2$ ) has a VIF score of 2.558 and a tolerance of 0.391 and the work discipline variable ( $X_3$ ) has a VIF score of 2.371 and a tolerance of 0.422. Then the VIF score shows that all independent variables have a VIF score  $< 10$  or there is no multicollinearity.

## Heteroscedasticity Test



Source: SPSS 25

**Figure 3. Scatterplot Heteroscedasticity Test**



The scatterplot between ZPRESID and ZPRED formed spreads that the data is randomly distributed and is above and below zero in the y line and to the right and left in the x line. This explains that there is no heteroscedasticity in a regression model.

### Autocorrelation Test Model Summary

**Table 4. Autocorrelation Test Model Summary**  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.911 <sup>a</sup>	.830	.825	1.34299	2.480

a. Predictors: (Constant), X1.Compensation, X3.WorkDiscipline, X2.Motivation

b. Dependent Variable: Y.Performance

Source: SPSS 25

The dU and dL values can be obtained from the Durbin Watson table. With N = 100 and the number of independent variables 3 (k = 3), the value of dL = 1.6131 and Du = 1.7364 so the value of 4 - dU = 2.2636 from the output can be known Durbin Watson value of 2.480. Because the value of dU and 4 - dU (1.736 < 2.480 < 2.2636), the result does not occur autocorrelation because the DW value is located between the value of dU and 4 - dU.

### Partial Test (t)

**Table 5. Partial Hypothesis Test Results**  
**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	-.614	2.005		-.306	.760
X1.Compensation	.425	.077	.404	5.510	.000
X2.Motivation	.273	.064	.289	4.290	.000
X3.WorkDiscipline	.324	.067	.313	4.826	.000

a. Dependent Variable: Y.Performance

Source: SPSS 25

### Hypothesis Test 1

H<sub>0</sub>: There is no effect of compensation on the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

H<sub>1</sub>: There is an effect of compensation on the performance of members of the Ditpamobvit Korsabhara Baharkam Polri.

In the table above, there is a calculated t value of 5.510 and t table based on a significance level of 0.05 and the degree of freedom (df) with the provisions of dk = n - k = 100 - 4 = 96 with a test significance level of 5% or 0.05 and a two-way test obtained from t table, namely 1.660. Then testing hypothesis 1 above can be obtained with t<sub>count</sub> > t<sub>table</sub> (5.510 > 1.660) and a significant value of 0.000 < 0.05. This means that the compensation variable has a positive and significant effect on the member performance variable.

## Hypothesis Test 2

$H_0$ : There is no effect of Motivation on the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

$H_2$ : There is an influence of motivation on the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

In the table above, there is a calculated t value of 4.290 and t table based on a significance level of 0.05 and the degree of freedom (df) with the provisions of  $dk = n - k = 100 - 4 = 96$  with a significance level test of 5% or 0.05 and a two-way test obtained from  $t_{table}$ , namely 1.660. So testing the motivation hypothesis on member performance above can be obtained with  $t_{count} > t_{table}$  ( $4.290 > 1.660$ ) and a significant value of  $0.000 < 0.05$ . This means that the motivation variable has a positive and significant effect on the member performance variable.

## Hypothesis Test 3

$H_0$ : There is no effect of Work Discipline on members of Ditpamobvit Korsabhara Baharkam Polri.

$H_3$ : There is an influence of Work Discipline on the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

In the table above, there is a tcount value of 4.826 and ttable based on a significance level of 0.05 and the degree of freedom (df) with the provisions of  $dk = n - k = 100 - 4 = 96$  with a test significance level of 5% or 0.05 and a two-way test obtained from  $t_{table}$ , namely 1.660. Then testing hypothesis 3 above can be obtained with  $t_{count} > t_{table}$  ( $4.826 > 1.660$ ) and a significant value of  $0.000 < 0.05$ . This means that the work discipline variable has a positive and significant effect on the member performance variable.

## Simultaneous Test (F)

**Table 6. Simultaneous Test Result**  
ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	846.411	3	282.137	156.427	.000 <sup>b</sup>
	Residual	173.149	96	1.804		
	Total	1019.560	99			

a. Dependent Variable: Y.Performance

b. Predictors: (Constant), X1.Compensation, X3.WorkDiscipline, X2.Motivation

Source: SPSS 25

This test aims to find out whether the independent variables simultaneously have an influence on the dependent variable. In this thesis, the Sig value is 0.05 ( $\alpha = 5\%$ ). The test results using a significance level of 0.05 are as follows:

## Uji Hipotesis 4

$H_0$ : There is no influence between Compensation, Motivation and Work Discipline on Performance

$H_4$ : There is an influence between Compensation, Motivation and Work Discipline on the Performance of members of Ditpamobvit Korsabhara Baharkam Polri.

Based on Table 6 above, it can be seen from the Fcount and significance values used to test hypothesis 4, namely, Ftable and  $df = 100 - 4 = 96$  and a significance level of 5% or 0.05



namely 2.70 from the table above, the  $F_{\text{count}}$  value is 156.427 and  $F_{\text{table}}$  2.70. Thus  $F_{\text{count}} > F_{\text{table}}$  ( $156.427 > 2.70$ ) and a significance value of  $0.000 < 0.05$ . Based on Thus  $F_{\text{count}} > F_{\text{table}}$  ( $156.427 > 2.70$ ) and a significance value of  $0.000 < 0.05$ . Based on these results, it shows that  $H_0$  is rejected and  $H_4$  is accepted, in other words, there is a simultaneous positive and significant influence between compensation, motivation and work discipline on the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

## Discussion

### Effect of Compensation on Member Performance

Based on the results of significance testing and linear regression, it can be concluded that the linear regression results of Member Performance =  $-0.614 + 0.425 \text{ Compensation} + 0.273 \text{ Motivation} + 0.324 \text{ Work discipline}$ , are very positive significant and linear, from the test results the regression coefficient on the compensation variable on the performance of members is 0.425. And obtained the t value on the compensation variable = 5.510, then obtained  $t_{\text{count}} > t_{\text{table}}$  or ( $5.510 > 1.660$ ) and a significant value of  $0.000 < 0.05$ . So  $H_0$  is rejected and  $H_a$  is accepted, which means that the compensation variable ( $X_1$ ) partially has a positive and significant effect on the member performance variable.

Which means that compensation has an influence on member performance. So that if the compensation provided is appropriate, it will improve the performance of members of Ditpamobvit Korsabhara Baharkam Polri. This research is in accordance with the results of previous research Based on the results of research conducted by Yuniarti Anwar, entitled The Effect of Compensation and Motivation on Employee Performance of PT Cipta Prima Kontrindo Palembang-South Sumatra, Scientific Journal of Global Economics of the present Vol. 8 No. 03 (2017), which concludes that in the results of this study the t test results obtained a  $t_{\text{count}}$  value of 2.383, while the t table is 2.0124, meaning that  $t_{\text{count}} > t_{\text{table}}$  ( $2.383 > 2.0124$ ). The  $t_{\text{count}}$  value is greater than the  $t_{\text{table}}$ , so the  $t_{\text{count}}$  is greater,  $H_0$  is rejected, and accept  $H_1$ , this shows that there is an influence between Komepnasi on Work Performance at PT Cipta Prima Kontrindo Palembang-South Sumatra.

### The Effect of Motivation on Member Performance

Based on the results of significance testing and linear regression, it can be concluded that the linear regression results of Member Performance =  $-0.614 + 0.425 \text{ Compensation} + 0.273 \text{ Motivation} + 0.324 \text{ Work discipline}$ , are very positive significant and linear, from the test results the regression coefficient on the motivation variable on member performance is 0.273. And obtained the  $t_{\text{count}}$  value on the motivation variable = 4.290 with  $t_{\text{count}} > t_{\text{table}}$  ( $4.290 > 1.660$ ) and a significant value of  $0.000 < 0.05$ . So  $H_0$  is rejected and  $H_a$  is accepted, which means that the motivation variable ( $X_2$ ) partially has a positive and significant effect on the member performance variable. Which means that motivation has an influence on member performance. So that if the motivation of members increases, it will improve the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

This research is in accordance with previous research conducted by Ariadi Santoso, Kartika Dwi Arisanti, Siti Wahyuni entitled The Effect of Work Motivation and Work Discipline on Employee Performance at PT Pegadaian (Persero) Nganjuk Branch, Scientific Journal of Economics Vol. 2 No. 01 (2019), which concluded that in the results of this study the t test results obtained a  $t_{\text{count}}$  value of 5.043, while the t table is 2.756, meaning that  $t_{\text{count}} > t_{\text{table}}$  ( $5.043 > 2.756$ ). The  $t_{\text{count}}$  value is greater than the  $t_{\text{table}}$ , so the  $t_{\text{count}}$  is greater,  $H_0$  is rejected, and accept  $H_1$ , this shows that there is an effect of work motivation on the performance of employees of PT Pegadaian (Persero) Nganjuk Branch.

### **The Effect of Work Discipline on Member Performance**

Based on the results of significance testing and linear regression, it can be concluded that the linear regression results of Member Performance =  $-0.614 + 0.425 \text{ Compensation} + 0.273 \text{ Motivation} + 0.324 \text{ Work discipline}$ , is very positive significant and linear from the results of these tests the regression coefficient on the work discipline variable on member performance is 0.324. And obtained the tcount value on the work discipline variable = 4.826 with tcount > ttable ( $4.826 > 1.660$ ) and a significant value of  $0.000 < 0.05$ . So H0 is rejected and Ha is accepted, which means that the work discipline variable ( $X_3$ ) partially has a positive and significant effect on the member performance variable. Which means that work discipline has an influence on member performance. So that if the motivation of members increases, it will improve the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

This research is in accordance with previous research conducted by Nova Syafrina entitled The Effect of Work Discipline on Employee Performance at PT Suka Fajar Pekanbaru, Journal of Riau Economics and Business Review Vol. 8 No. 04 (2017), which concludes that in the results of this study the t test results obtained a tcount value of 4.833, while the t table is 2.04227 means tcount > ttable ( $4.833 > 2.04227$ ). The tcount value is greater than the ttable, so the tcount is greater, H0 is rejected, and accept H1, this shows that there is an influence between work discipline on the performance of employees of PT Suka Fajar Pekanbaru.

### **The Effect of Compensation, Motivation and Work Discipline on Member Performance**

Based on the results of significance testing and linear regression, it can be concluded that the linear regression results of Member Performance =  $-0.614 + 0.425 \text{ Compensation} + 0.273 \text{ Motivation} + 0.324 \text{ Work discipline}$ , very positive significant and linear. And obtained an Fcount value of 156.427 and Ftable 2.70. Thus Fhitung > Ftabel ( $156.427 > 2.70$ ) and a significance value of  $0.000 < 0.05$ . So H0 is rejected and H4 is accepted, in other words there is a simultaneous positive and significant influence between compensation, motivation and work discipline on the performance of members of Ditpamobvit Korsabhara Baharkam Polri. Where it means that member performance affects compensation, motivation and work discipline. So that if compensation, motivation and work discipline increase, it will improve the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

This research is in accordance with previous research conducted by Muhammad Ekhsan entitled The Effect of Work Motivation and Work Discipline on Employee Performance at PT Syncrum Logistic, Journal of Economics and Entrepreneurship, Vol. 13, No. 01 (2019), which concluded that in the results of this study the results of the F test obtained an Fcount value of 35.812, while Ftabel 4.02 means that Fcount > Ftabel ( $35.812 > 4.02$ ). The value of Fcount is greater than Ftabel, so Fcount is greater, H0 is rejected and H4 is accepted, in other words there is a simultaneous positive and significant influence between motivation and work discipline on the performance of employees of PT Syncrum Logistic.

## **CONCLUSION**

Based on the results of research conducted using the t test, it was obtained tcount > ttable ( $5.510 > 1.660$ ) and a significant value of  $0.000 < 0.05$  on the compensation variable partially has a positive and significant effect on the member performance variable, meaning that the more compensation provided is fulfilled, the better the performance of members of the Ditpamobvit Korsabhara Baharkam Polri.

Based on the results of research conducted using the t test, the results show that tcount > ttable ( $4.290 > 1.660$ ) and a significant value of  $0.000 < 0.05$  on the motivation variable partially has a positive and significant effect on the member performance variable, meaning that the more motivation, the better the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

Based on the results of research conducted using the t test, the results show that  $t_{\text{count}} > t_{\text{table}}$  ( $4.826 > 1.660$ ) and a significant value of  $0.000 < 0.05$  on the work discipline variable partially has a positive and significant effect on the member performance variable, meaning that the better the work discipline, the better the performance of members of Ditpamobvit Korsabhara Baharkam Polri.

Based on the results of research conducted using the F test, the results show that the value of  $F_{\text{count}} > F_{\text{table}}$  ( $156.427 > 2.70$ ) and a significant value of  $0.000 < 0.05$  indicate that there is a simultaneous influence and significance between compensation, motivation and work discipline on member performance.

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