

The Influence Of Work Discipline And Compensation On Employee Performance At Pt. Indonesian Sharia Bank Palopo Branch

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Abstract

This research aims to determine the effect of work discipline and compensation on the performance of PT employees. Indonesian Islamic Bank Palopo. This research is quantitative research, and the population of this research is all employees of PT. The sample taken from the Palopo Indonesia Sharia Commercial Bank amounted to 46 people. The data collection method uses a questionnaire distributed online to all PT employees. The Indonesian Sharia Commercial Bank in Palopo City uses the WhatsApp application as a medium for distributing questionnaires, the analysis method used is multiple regression analysis, and the data analysis method is the SPSS26 analysis tool. The findings of this research indicate that work discipline and compensation have a significant effect on employee performance at PT. Bank Syariah Indonesia Palopo, either partially or simultaneously. Therefore, it can be concluded that work discipline and compensation have an important role and are determining factors in improving employee performance at PT. Indonesian Sharia Bank, Palopo city. This is indicated by the acceptance of all hypotheses in the research.

Keywords: Work Discipline; Compensation; Employee Performance.

1. Introduction

Human resource management has an important task in successful business. Human resources are a business resource and play a role in managing and achieving all resource goals in a company. In the banking industry, which is an important industry that has a big influence on economic transformation, improving the quality of human resources is something that deserves attention. This must be supported by significant human resources to minimize the risks they may face. A company will not run smoothly if it does not have quality human resources who can carry out the tasks assigned to them well. With this, the factor of human resources has a major role in the sustainability of a company (Arifin et al., 2019)

Bank Syariah Indonesia is also known as a financial institution whose initial activities are accepting check deposits, savings or deposits. A bank is a company that operates in the financial sector. In other words, banking is always associated with the financial sector, and banks are also known as places that lend money (credit) to people in need. It is also known as a place to exchange and receive all kinds of payments and savings, such as electricity, telephone, water, taxes, school fees and other payments. In the banking sector, which is a high-risk sector that is very sensitive to economic changes, human resource development is an aspect that needs attention.(Aspita & Sugiono, 2019)

Bank Syariah Indonesia, as an intermediary institution that transfers funds from groups who wish to act in the form of interest-free loans based on sharia principles, never allows any separation between the worldly (secular) and the religious, while continuously monitoring the performance of its employees and providing compensation to employees in lieu of contributing their services to the company.(Santika et al., 2023) We aim to create job

advertisements that emphasize a safe and comfortable work environment, while providing a variety of benefits that support the safety of our employees. Additionally, we offer a very competitive salary and benefits package.

By considering work performance achievements, BSI (Bank Syariah Indonesia) implements work discipline among its staff with the aim of providing superior service to customers. Success in achieving this goal depends on various factors, including the level of discipline maintained by each employee. Discipline is the main foundation in an organization because it can influence staff performance. The higher the level of staff discipline, the better the performance that can be achieved.(Gito Septa Putra & Jhon Fernos, 2023). To increase productivity, it is necessary to pay attention to work discipline within the organization or company(Ariani et al., 2020)

By considering work performance achievements, Bank Syariah Indonesia (BSI) applies work discipline among its employees with the aim of providing superior service to its customers. Success in achieving this goal depends on various factors, including the level of discipline maintained by each employee. Discipline is the main foundation in an organization because it has a direct impact on employee performance. The higher the level of employee discipline, the better the performance that can be achieved. (Arif et al., 2020).However, it should be remembered that the concept of work discipline is often influenced by the prevailing organizational culture, especially by the individuals who form the atmosphere within it.

At BSI Bank, there is also compensation which has a significant impact on employee job satisfaction. According to Riani (2011:109), compensation includes various forms of payment to employees, both direct (cash) and indirect (allowances, salaries and work facilities).In the context of compensation, it is important to remember that the wages received by workers should be proportional to the tasks they carry out. Salary is a form of recognition and reward for services provided to the company. Another factor that influences job satisfaction and work morale is motivation. When employees feel motivated towards their duties, they tend to show high work morale and make significant contributions to the company. Work motivation also influences employee job satisfaction, including active involvement in the workplace and the influence of a positive work environment. Managers are expected to have policies aimed at increasing employee job satisfaction. The motivation and work spirit of each employee can have a positive or negative impact on their work results. When employees have high work morale, this will also bring positive work results and contributions to the company, and vice versa. The condition of this department has a significant influence on the smooth functioning of the company. The decline in the performance of Bank Islam Indonesia (BSI) employees is reflected in the decline shown in achieving company targets, and this can have an impact on individual performance

This phenomenon shows that the performance of each employee is still poor. Good discipline describes a person's level of commitment to the assigned work. Employee performance also increases in terms of work morale, achievement of work ethic and organizational goals, as well as encouragement of career development. Responding to phenomena that occur in the work environment, researchers are interested in conducting

research on the influence of work discipline and PT compensation on employee performance. Indonesian Islamic Bank, Palopo Branch.

2. Methodology

This research uses quantitative research methods, which means this research uses a questionnaire method. This method is used to obtain facts and data regarding work discipline and compensation for employee performance. The population of this research is all employees of PT. Bank Syariah Indonesia Palopo Branch. A total of 46 respondents were selected as samples using saturated sampling techniques. Data collection was carried out through questionnaires given to respondents. There are several questions that have been provided, and respondents are asked to mark the check list in the appropriate answer column. In this way, respondents can easily fill in and answer the questions given. The sampling technique used was a saturated sampling technique, which means that all members of the population were included as samples. This was done to get a better representation of the population studied. Data analysis was carried out using quantitative descriptive analysis using SPSS26 statistical software. This method helps in summarizing and interpreting data collected through questionnaires. The data sources used consist of primary data and secondary data. Primary data was obtained directly from respondents through questionnaires, while secondary data was obtained from pre-existing sources, such as literature, financial reports and company documents. By using this research method, it is hoped that research can provide a better understanding of the relationship between disciplines. work and compensation for employee performance at PT. Bank Syariah Indonesia Palopo Branch.

3. Result and Discussion

3.1. Research result

Multiple Linear Regression Test Results

Table of Multiple Linear Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,065	4,799		2,305	.026
Work Discipline	,370	,140	,358	2,648	.011
Compensation	,446	.127	,476	3,519	.001

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data processed in SPSS26

From the above, a multiple linear regression equation can be created as follows.

$$Y = a + e + b_1x_1 + b_2x_2$$

$$Y = 11.065 + 0.370 + 0.127$$

Where:

Y: Employee Performance

a: constant

X1: Work Discipline

e: error

X2: Compensation

b1,b2 : Regression Coefficients

From this equation it can be concluded that:

The constant of 11,065 states that if there is work discipline (X1) and compensation (X2) then the performance of PT employees. Bank Syariah Indonesia Palopo Branch experienced an increase of 11,065.

The work discipline regression coefficient (X1) of 0.370 states that every additional (because of the positive sign) 1 point of work discipline increases employee performance at PT Bank Syariah Indonesia Palopo Branch by 0.370 assuming compensation (X2) is constant.

The compensation regression coefficient (X2) 0.127 states that every additional (because of the positive sign) 1 compensation point will improve employee performance at PT. Bank Syariah Indonesia Palopo Branch experienced an increase of 0.127 assuming work discipline (X1) remained constant.

T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,065	4,799		2,305	.026
Work discipline	,370	,140	,358	2,648	.011
Compensation	,446	.127	,476	3,519	,001

a. Dependent Variable: employee performance

By using the t-test, the calculated t value for the work discipline variable the number of samples, and k = number of independent variables is 2, so $T_{count} = 2,648 > T_{table} = 0.2483$ and the significant value is 0.01 and ($sig < 0.05$). Based on the analysis above, it can be concluded that work discipline has a significant effect on employee performance at the PT office. Bank Syariah Indonesia Palopo branch.

F test results

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	275,602	2	137,801	31,318	,000b
	Residual	189,202	43	4,400		
	Total	464,804	45			

a. Dependent Variable: employee performance

b. Predictors: (Constant), compensation, work discipline

Source: Data processed in SPSS26

The simultaneous or joint significance test (F statistical test) produces an F value of 31.318. at 1st degree of freedom (df_1) = number of variables – 1 = 3- 1=2, and 2nd degree of freedom (df_2) = $nk-1 = 46-2-1 = 43$, where n = number of samples, k = number of variables independent, the Ftable value at a significant confidence level of 0.000 is 7.26, thus $F_{count} = 31,318 > F_{table} = 7.26$ with a significant level of 0.000. because the probability of significance is much smaller than $sig < 0.000$, the regression model can be used to predict employee performance at PT Bank Syariah Indonesia Palopo Branch or it can be said that work discipline (X1) and compensation (X2) together influence performance. employee at PT Bank Syariah Indonesia Palopo Branch.

R2 Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.770a	.593	.574	2,098

a. Predictors: (Constant), compensation, work discipline

b. Dependent Variable: Employee Performance

Source: Data processed in SPSS26

Based on the calculation results in the table above, the Adjusted R Square value is 0.770 or 0.593, so the influence of variables X1 and X2 on Y is 59.3%.

3.2 Discussion

The Influence of Work Discipline on Employee Performance

Acceptance of the first hypothesis (H1) confirms that work discipline is not only an important aspect in maintaining employee discipline, but also has positive implications for their level of performance. Thus, the results of this research can become a basis for developing human resource management policies that are more focused on implementing and strengthening work discipline in order to increase productivity and employee satisfaction at PT. Bank Syariah Indonesia Palopo Branch. The practical and theoretical implications of these findings can be a valuable guide in optimizing employee performance management in the Islamic banking sector and may also have relevance in other industries. This research is in line with Gito Septa Putra et al., (2023) The finding that work motivation variables have a partial influence on employee performance illustrates a significant relationship between work motivation factors and employee productivity. These positive results highlight the importance of efforts to increase the level of work motivation as an effort to improve employee performance at PT Bank Syariah Indonesia Palopo Branch.

The Effect of Compensation on Employee Performance

These findings open a new window of understanding regarding the influence of compensation on employee performance in the context of this research. Finding that compensation has a significant positive impact on improving employee performance is an important contribution to understanding the factors that motivate the workforce. The implication is that an adequate compensation system is not only a form of appreciation, but also an instrument that can increase employee productivity and dedication. However, the research results were also surprising with the finding that compensation had a significantly negative influence on employee performance. These findings provide a deeper understanding of the complex dynamics in the relationship between employee compensation and productivity. Interpretation of these findings can open discussions regarding factors that may influence this relationship, as well as provide space for reflection and improvement in the design of compensation policies in companies. With the acceptance of the second hypothesis (H2), these findings make a significant contribution to the human resource management literature. The implication is that companies, including PT Bank Syariah Indonesia Palopo Branch, are faced with the challenge of understanding in more detail how the influence of

compensation can be optimized to suit the goal of increasing employee performance. Thus, this research not only provides answers to the problem formulation, but also opens up space for further research and the development of more effective policies. Wiadnya's research results, Oktavia et al (2023) compensation has a positive impact on the performance of PT employees. Bank Syariah Indonesia Palopo Branch. Compensation is remuneration provided by the company, both financial and non-financial, such as salary, incentives, insurance, bonuses, or THR. Increasing compensation will improve employee performance.

4. Conclusion

- a. Work discipline and compensation together have a positive and significant impact on employee performance at PT. Indonesian Sharia Bank, Palopo Branch.
- b. Partial (individual) compensation has a negative and significant impact on employee performance at PT. Indonesian Sharia Bank, Palopo Branch.
- c. Partial (individual) work discipline has a negative and significant impact on employee performance at PT. Indonesian Sharia Bank, Palopo Branch.

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