The Effect of Compensation, Work Discipline and Job Satisfaction on Employee Performance at PT. Reckitt Benckiser Surabaya

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Abstract

This study's goal was to ascertain and evaluate the impact of pay, workplace rules, and job satisfaction on the productivity o femployees at PT. Reckitt Benckiser Surabaya. All PT. Reckitt Benckiser Surabaya personnel sales promotion girl and merchandiser make up the study's population. The sampling method utilized was a census sampling methodology using 42 respondents as the sample pool and a variety of specified criteria. In this work, multiple linear regression analysis, the normality test. the multicollinearity test , the heteroscedasticity test , and the autocorrelation test were all employed as analysis approaches. SPSS 25 was also used for hypothesis testing (F test and t test). The findings of this study indicate that: (1) PT. Reckitt Benckiser Surabaya employees ' performance is significantly impacted by alerts. (2) Work Discipline has a significant effect on employee performance at PT. Reckitt Benckiser Surabaya. (3) Job satisfaction has a significant effect on employee performance at PT. Reckitt Benckiser Surabaya. (4) coercion, work discipline and job satisfaction simultaneously have a significant effect on purchasing decisions at PT. Reckitt Benckiser in Surabaya.

Keywords— *Compensation, Work Discipline, Job Satisfaction, Performance*

INTRODUCTION

In the contemporary environment, an organization's or company's personnel play a significant role, mostly thanks to effective organizational management. A good work attitude is necessary to get the intended results since according to human resource management, workers are the most valuable resource (value) of the company and must be properly handled. To accomplish the objectives of the business, it must be able to design and develop a management system that takes into account variables that influence workers' work attitudes. Good, therefore it requires careful handling and attention.

According to Sedarmayanti, performance is everything that demonstrates the outcomes of work completed by an organization member in line with their obligations and for the achievement of organizational objectives without breaching the law or sacrificing morals and ethics. Paying employees fairly is a primary concern for the business. Organizational survival in today's fiercely competitive market depends on the efficiency with which human resources are used, which in turn depends on the achievement of employee objectives and the efficiency of the company's budget.

Workplace discipline has an impact on employee performance and the ability to operate efficiently and effectively. Work discipline is the understanding of and desire to follow all relevant corporate policies and social conventions, according to Malayu Hasibuan (2019: 193). Work discipline is a crucial component of developing human resources since it is required in the workplace to prevent errors, irregularities, neglect, and absenteeism. In addition, employee performance is impacted by work satisfaction. In order to boost work morale, commitment, consistency, devotion, love, and discipline among workers, it is also necessary to logically build the workforce. The term "work satisfaction" refers to a complex emotional response, according to Edy Sutrisno (2019:74). The worth of an employee's abilities, expectations, and demands for

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their job in connection to the reality that the employee holds causes an emotional reaction in the form of sentiments of happiness, joy, contentment, pleasure, or even misery.

PT. Reckitt Benckiser is one of the multinational companies in Indonesia. This company provides a wide range of household products with the main products of Indonesia's leading washing liquid. PT. Reckitt Benckiser has many distributor branch offices in all parts of each region, one of which is the distributor office of PT. Reckitt Benckiser in Surabaya. In this study, employees of PT. Reckitt Benckiser in the Sales Promotion Girl (SPG) and Merchandiser (MD) section will be the object of this study.

Many Sales Promotion Girl and Merchandiser employees cannot achieve the target because often employees ignore the tasks assigned and do not comply with the standard of work provided by the company. This can be seen in terms of compensation provided, ineffective work discipline and employee job satisfaction. From these problems, it has an impact on the company in meeting the marketing targets that have been set.

LITERATURE REVIEW

Human Resources

According to Hamali (2016:2) states that human resources are the only resources that have reason, feelings, desires, skills, abilities, knowledge, motivation, strength and work. According to Nawawi (2000) in Sunyoto (2015: 3) states that human resources include 3 (three) meanings, namely:

1. HR is an individual who works in an organizational environment, also called an employee, laborer, clerk or laborer.
2. HR is a human being who has the potential to drive an organization to realize its existence.
3. HR is the potential that exists in a business organization as an asset (intangible or non-financial) that can be converted into real potential, physical and non-physical, to realize the existence of the organization.

Compensation

Compensation is crucial for the company's ability to keep personnel. Since employee skills are what make for good work, several firms fight to find great human resources. Therefore, many companies/organizations spend relatively large amounts of money to develop their human resources according to the needs of the company.

Kadarisman (2012, p.1), claims that compensation is what employees, employees, employees receive in return for the work they do. Part of the compensation offered by the organization is cash, but some is not. Actual values may differ because remuneration is typically paid in cash.

According to Donni Juni Priansa (2014: p.318), One of the primary motivations for employment is pay. Employees do not only use knowledge, talent, energy, time and commitment to give themselves to the organization, but there are other goals to be achieved, namely awards or rewards for work performance and productivity.

Work Discipline

Discipline is the desire and awareness to follow organizational rules and social norms. Therefore, discipline is an important means to achieve goals, so developing discipline is a very important part of management. Every leadership in its implementation requires discipline from all members of the organization. Discipline should also be a means of educating and training people against rules so that they can follow and act in a controlled manner within the organization.

According to Singodimedjo in Sutrisno (2017: 86) states that: Discipline is the behavior of individuals willing and accepting to comply with and comply with the regulations that apply around them. According to Hasibuan in Sinambela (2016:335) " Work discipline is someone who is able to work regularly, diligently and continuously and works according to existing rules."

Job Satisfaction

According to Donni June Priansa (2014: p.290). Job satisfaction is an important thing that a person has at work. Each job has different characteristics, so job satisfaction is also different. High or low job satisfaction can have different effects. According to George and Jones in Donni Juni Priansa (2014: p.291) states that job satisfaction is a set of feelings, beliefs, and thoughts about how a person responds to his work.

Mangkunegara (2013, p. 117) defines job satisfaction as a feeling that supports or does not support the work or condition of employees in relation to themselves. Job satisfaction also defined by Sutrisno (2017, p. 74) is the way that workers behave at work in connection to workplace circumstances, employee collaboration, benefits obtained at work, and issues with physical and psychological aspects.

Employee Performance

Irham fahmi (2014, p.127) argues that performance is the result achieved by an organization, whether the organization is for-profit or not-for-profit, and delivered within a certain period of time. According to Donni Juni Priansa (2014: p,264) Performance is referred to as work performance or *actual performance* or *level of performance*, which represents the level of success of employees in carrying out their work. Achievement is not an individual quality such as talent or ability, but a manifestation of the gift or ability itself. Achievement is the embodiment of skills in the form of real work.

Conceptual Framework

Based on previous theory and research, the scope of this research can be described below:

Figure 1 Conceptual Outline
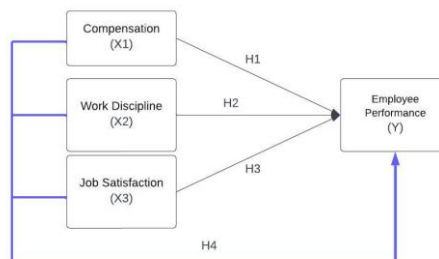
RESEARCH METHODS

This research relies only on quantitative methods. According to Wiratna Sujarweni (2015: p. 39), quantitative studies are distinguished by their use of statistical or measurable (quantifiable) methods to draw findings. Forty-two workers in the Sales Promotion Girl (SPG) and Merchandiser (MD) positions at PT. Reckitt Benckiser Surabaya were polled for this research. When conducting a study, researchers often utilize a technique known as "saturated sampling," in which they include every member of the community. In order to collect information, questionnaires and surveys using a Likert scale are often utilized. Multiple linear regression analysis was done to examine the data and identify the influence of the predictors on the response.

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RESULTS AND DISCUSSION

Validity Test

Table 1 Validity Test Results X1 Compensation

Question Items	r-count	r-table	Sig	Validity Results
X3.1	0,879	0,304	0	Valid
X3.2	0,933	0,304	0	Valid
X3.3	0,893	0,304	0	Valid
X3.4	0,893	0,304	0	Valid
X3.5	0,83	0,304	0	Valid
X3.6	0,876	0,304	0	Valid
X3.7	0,737	0,304	0	Valid
X3.8	0,834	0,304	0	Valid
X3.9	0,914	0,304	0	Valid
X3.10	0,881	0,304	0	Valid
X3.11	0,904	0,304	0	Valid

Source : SPSS Processing Results

Table 2 Validity Test Results X2 Work Discipline

Question Items	r-count	r-table	Sig	Validity Results
X1.1	0,675	0,304	0	Valid
X1.2	0,816	0,304	0	Valid
X1.3	0,863	0,304	0	Valid
X1.4	0.801	0,304	0	Valid
X1.5	0,844	0,304	0	Valid
X1.6	0,848	0,304	0	Valid
X1.7	0,822	0,304	0	Valid
X1.8	0.912	0,304	0	Valid
X1.9	0,923	0,304	0	Valid
X1.10	0,923	0,304	0	Valid
X1.11	0,893	0,304	0	Valid

Source : SPSS Processing Results

Table 3 Validity Test Results X3 Job Satisfaction

Question Items	r-count	r-table	Sig	Validity Results
X2.1	0,887	0,304	0	Valid
X2.2	0,88	0,304	0	Valid
X2.3	0,924	0,304	0	Valid
X2.4	0,855	0,304	0	Valid
X2.5	0,936	0,304	0	Valid
X2.6	0,806	0,304	0	Valid
X2.7	0,929	0,304	0	Valid
X2.8	0,908	0,304	0	Valid

Source : SPSS Processing Results

Table 4 Employee Performance Y Validity Test Results

Question Items	r-count	r-table	Sig	Validity Results
Y1.1	0.880	0.304	0	Valid
Y1.2	0.9	0.304	0	Valid
Y1.3	0.862	0.304	0	Valid
Y1.4	0.907	0.304	0	Valid
Y1.5	0.889	0.304	0	Valid
Y1.6	0.857	0.304	0	Valid
Y1.7	0.851	0.304	0	Valid
Y1.8	0.905	0.304	0	Valid
Y1.9	0.67	0.304	0	Valid
Y1.10	0.913	0.304	0	Valid
Y1.11	0.884	0.304	0	Valid
Y1.12	0.88	0.304	0	Valid

Source : SPSS Processing Results

The following table shows that the questionnaire questions for all four variables (pay, discipline, job satisfaction, and performance, Y) are validated, since they all fulfill the criterion of r table r count at the 5% significant level.

Reability Test

Table 5 Reliability Test Results

Variable	Croanbach's Alpha	Alpha Value	Information
Compensation	0.961	0.6	Reliable
Work Discipline	0.962	0.6	Reliable
Job Satisfaction	0.965	0.6	Reliable
Employee Performance	0.965	0.6	Reliable

Source : SPSS Processing Results

According to Table 5, the salary variable has a Croanboach's alpha reliability coefficient of 0.961, the work discipline variable has an alpha reliability coefficient of 0.962, the job satisfaction reliability coefficient of 0.965, and the employee performance reliability coefficient of 0.965. All of the coefficient values are higher than 0.60. As a result, it may be argued that every question in every variable can be trusted.

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Normality Test

Table 6 Normality Test Results

One-Sample Kolmogorov-Smirnov		Unstandardized Residual
N		42
Normal Parameters a,b	Mean	0
	Std. Deviation	1,33540515
Most Extreme Differences	Absolute	0,072
	Positive	0,072
	Negative	-0,051
Test Statistics		0,072
Asymp. Sig. (2-tailed)		.200c,d
Exact Sig. (2-tailed)		0,97

Source : SPSS Processing Results

Table 6's normality test results provide an exact Sig value of 0.970 > 0.05. So, the residuals follow a normal distribution, or the regression model is normally distributed.

Multicollinearity Test

Table 7 Multicolinearity Test Results

Model	Colliniearity Statistics	Tolerance	VIF	Presence or Not of Multicollinearity
1	Compensation (X2)	0,155	6,434	Not
	Work Discipline (X2)	0,055	18,027	Not
	Job Satisfaction (X3)	0,057	17,458	Not

Source : SPSS Processing Results

In Table 7, we can see the outcomes of a multicollinearity test; the VIF is 6.434, and the tolerance for the adjusting variable is 0.158. Work discipline has a VIF of 18.027, whereas job happiness only has a VIF of 17.458. The VIF for the two factors is 0.058, while the tolerance value for the work discipline variable is 0.005. You may accept a collection of three values without worrying about multicollinearity. Due to the absence of multicollinearity amongst the three independent variables, the regression model performs well.

Heterochedasticity Test

Figure 2 Heterochedasticity Test Results
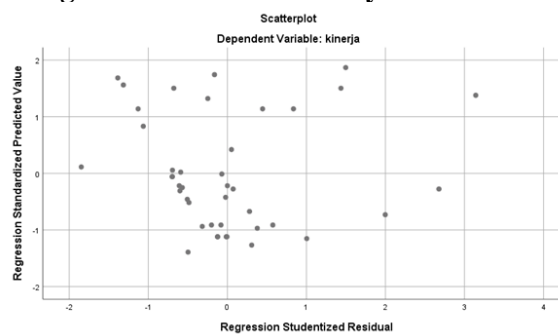
Source : SPSS Processing Results

Figure 2 serves as the basis for this assumption. Based on the scatter test for heteroscedasticity, it can be inferred that there is no heteroscedasticity since the points are distributed randomly both above and below 0.

Correlation Coefficient

The purpose of correlation analysis is to quantify the quality of tentative associations between variables. In this table, we find the correlation coefficient:

Correlation Value	Information
0,00 – 0,199	Very Low
0,20 – 0,399	Low
0,40 – 0,599	Keep
0,60 – 0,799	Strong
0,80 – 1,000	Very Strong

Sumber: Sugiyono (2018:248)

The purpose of correlation analysis is to establish the degree of significance between two variables. You can observe the correlation coefficient in this table:

Table 8 Autocorelase Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.801ᵃ	0,641	0,612	1,198	0,861

Source : SPSS Processing Results

Table 8 presents the outcome of a coefficient correlation value of 0.801, which may be seen in the context of the table. Table 4.11's table of interpretation of the value of the correlation coefficient shows a positive and "very strong" association between the variables of remuneration (X 1), work discipline (X 2), and job satisfaction (X 3) based on the interpretation of the value of the correlation coefficient (Y).

Multiple Linear Regression Test

For PT. Reckitt Benckiser Surabaya, a linear regression analysis may be done to determine the impact of the independent variables pay, discipline at work, and job satisfaction on the dependent variable performance.

Table 9 Multiple Linear Regression Test Results

Coefficientsᵃ						
	Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-56,95	20,646		-2,758	0,009
	COMPENSATION	0,18	0,088	0,217	2,043	0,048
	WORK DISCIPLINE	1,688	0,499	0,401	3,386	0,002
	JOB SATISFACTION	0,634	0,088	0,802	7,221	0

Source : SPSS Processing Results

The following equations are derived from the multiple linear regression calculations shown in table 9.

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Y= -56,950+0.180(X 1) + 1,688 (X 2) + 0.634 (X3) + E

The results of the regression problems above can be interpreted as follows:
1) Constant value (a) is -56.950
    The resultant constant value is -56,950, indicating that the value of the variables related to remuneration (X1), work discipline (X2), job satisfaction (X3), and performance (Y) is -56,950.
2) The coefficient of compensation variable (X1) is 0.180
    A positive coefficient value of 0.180 is obtained for the compensating variable (X1). According to the positive regression coefficient value, remuneration (X1) has a favorable impact on work satisfaction (Y). This demonstrates that salaries have a 0.180 boost in worker productivity.
3) The coefficient value of work discipline variable (X) is 1.688
    A positive coefficient value of 1.688 is obtained for the work discipline variable (X2). Work discipline (X2) has a favorable impact on job satisfaction, according to the positive regression coefficient value (Y). This demonstrates how workplace discipline may raise worker performance by 1.688.
4) The coefficient value of the job satisfaction variable (X3) is 0.634
    The job-satisfaction variable has a positive coefficient of 0.634. (X3). As shown by the positive regression coefficient value, work satisfaction (X3) positively affects job satisfaction (Y). Clearly, this indicates how a 0.634 increase in productivity may result from employees who like their work.

Persial Test (Test t)

Table 10 t Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-56,95	20,646		-2,758	0,009
	COMPENSATION	0,18	0,088	0,217	2,043	0,048
	WORK DISCIPLINE	1,688	0,499	0,401	3,386	0,002
	JOB SATISFACTION	0,634	0,088	0,802	7,221	0

Source : SPSS Processing Results

The results of the regression problem can be solved as follows:
1) **The value of the constant (a) is -56.950**
    With a constant value of -56,950, the variables compensation (X1), work discipline (X2), job satisfaction (X3), and performance (Y) all have values of -56,950.
2) **The coefficient of the measurement variable (X1) is 0.180**
    The measurement variable (X1) has a positive gain coefficient of 0.180. The positive regression coefficient value indicates an increase (X1) has a positive effect on job satisfaction (Y). This shows that maintenance can increase labor productivity by 0.180
3) **The coefficient value of work discipline variable (X) is 1.688**
    A positive coefficient value of 1.688 is obtained for the work discipline variable (X2). Work discipline (X2) has a favorable impact on job satisfaction, according to the positive regression

coefficient value (Y). This demonstrates how maintaining work ethics may raise employee productivity by 1,688.

4) The coefficient value of the job satisfaction variable (X3) is 0.634

A positive coefficient value of 0.634 may be found for the job-satisfaction variable (X3). A positive regression coefficient value indicates that work satisfaction (X3) positively affects job satisfaction (Y). Thus, it seems that employees who are content in their jobs are able to increase their output by a factor of 0.634.

Test F

How much each independent variable has on the dependent variables as a whole and at the same time may be calculated using the F test. Use point F in conjunction with the following criteria for picking a choice to verify this hypothesis.

1. If the number of F values exceeds the F of the table, Ho is rejected but Ha is accepted.
2. If the value of F is smaller than the value of F in the table, then HO is accepted and Ha is rejected.

Table 11 F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1155,785	3	385,262	140,607	.000b
	Residual	104,12	38	2,74		
	Total	1259,905	41			

Source : SPSS Processing Results

Calculated F = 140.607 > F = 2.851 from the aforementioned table 11; p 0.00005. It may be deduced that a significant relationship exists between employee performance and the interplay of pay (X1), work discipline (X2), and job happiness (X3) (Y).

CONCLUSION

The following conclusion was reached on the impact of pay, work rules, and job satisfaction on employee performance at PT. Reckitt Benckiser Surabaya based on the findings of the study discussion:

1. Compensation has a significant effect on employee performance at PT. Reckitt Benckiser Surabaya.
2. Work discipline has a significant effect on employee performance at PT. Reckitt Benckiser Surabaya.
3. Job satisfaction has a significant effect on employee performance at PT. Reckitt Benckiser in Surabaya.
4. Compensation, work discipline and job satisfaction simultaneously have a significant effect on employee performance at PT. Reckitt Benckiser Surabaya.

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