

The Influence of the Discipline and Compensation against Work Productivity (Study on the Security Services Company, PT Garuda Milky Artha Surabaya)

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Received: November 7, 2015

Accepted: December 8, 2015

Online Published: December 18, 2015

doi:10.5539/ijbm.v11n1p64

URL: <http://dx.doi.org/10.5539/ijbm.v11n1p64>

Abstract

The purpose of this research is for to know and test whether there is influence of discipline and compensation of employees on work productivity PT. Garuda Milky Artha in Surabaya.

The research method used, i.e. a quantitative approach and sampling Techniques using sample random sampling. Data collection techniques used is questionnaire. While its data analysis techniques using multiple linear regression tests.

The results of data analysis in this study is there is a significant influence on the value of discipline and compensation against work productivity with significance value of discipline and the value of $0.05 < 0,011$ significance compensation amounting to $0.028 < 0.05$. This shows that the two variables are declared Ho denied. So it can be concluded that there is a significant influence on the value of discipline and compensation against work productivity at PT. Garuda Milky Artha in Surabaya.

Keywords: discipline, compensation, employee productivity

1. Introduction

Human resource is the most valuable asset and most critical is owned by an organization or a company because of the success of the organization is largely determined by the human element (Komang Ardana, 2012). Humans act as planners, implementers, and simultaneously controlling the realization of the purpose of the organization or company.

Compensation is an essential tool in the management of human resources. Effective compensation system designs significantly affect organizational development with competitiveness and internal equity, external equity respectively. And ensure that employees have made the same contribution in getting the same compensation. Individual equity allows employees to feel that their potential fully appreciated; thus, the relationship between organizational strategy and compensation system as a whole has become a significant challenge in the management of the compensation of the 21st century (Gomez-Mejia & Balkin, 1990).

Company can maximize the benefits from the compensation system is the most important thing facing human resources manager (Nature, 2009). Only the small and medium enterprises of the system of compensation and equity compensation, and therefore to establish a long-term system for employees is indispensable. Compensation strategy expected to satisfy employees (Nature, 2009). What employees want? What is best for the employee? could the compensation system enhance the long-term development of the company? Currently, the market competition is the human equivalent of product market competition; this shows that the traditional compensation system challenged to manifest how companies can attract talent with better conditions.

Gantt, a disciple of Taylor, also recommends that compensation incentives as a way to improve the performance of employees. "Designing tasks or jobs with system Gantt bonus's paid with a bonus of \$ 0.50 per day if he did all the work assigned to a particular day" (Wren, p. 134). He modified the plan to increase productivity by means of increasing wages for employees.

Most companies pay compensation through a combination of salary and commissions, and other alternative gives a sizable salary. A mixture of incentives about 70% base salary/incentive 30% seems to be the one of the

expectations for employees, while limiting the risk that the company could come out of Commission (Bill, 1996). The granting of compensation to employees, are likely to determine the standard of living and social standing in the community. The importance of compensation for employees, very influential towards the behavior and performance of employees

Productivity is an important factor in any organization. Advantages and disadvantages depending on the bulk of labor productivity, i.e. how productive employees work. Although the Organization of the public did not profit or loss, cost is no longer important in the sector. In the Netherlands, the Government needs to reduce costs drastically by making its own organization more efficient.

Factors that affect the level of productivity are discipline and level of living or compensation. Discipline is the operative functions of human resources management the most important because of the better discipline the employee, and then the higher the achievements of the work can be accomplished. This encourages a work passion, morale, and the attainment of company goals, discipline is the awareness and willingness of someone obeying all company rules and social norms in force. And consciousness is the attitude of someone who voluntarily complies with all regulations and is aware of the duties and responsibilities.

Next (Sedarmayanti, 2011, p. 198) in this regard work productivity as a measure of resource use organizations is expressed as the ratio between output achieved with resources used.

2. Review Library

2.1 Previous Research

Some of the relevant research disciplines between works with employee productivity in the country are Afni research results from Faunida (2012, p. 12) States "the relationship between the disciplines of work against employee productivity is very strong". A similar case is also acknowledged by Widodo and Sunarso (2009: 55), "a work strongly influenced the discipline of productivity due to the discipline of work, and workers are able to carry out the work in accordance with his expectations."

Researchers from several other countries argue that the motivation and discipline work can facilitate work productivity (Thompson & Bunderson, 2003) motivation is linked with the level of productivity of work in a diversity of tasks, jobs, and the extra role behavior (Bing & Burroughs, 2001; Brewer & Selden, 1998; Grant et al, 2007; Korsgaard, Meglino, & Lester, 1997; NAFF & Crum, 1999; Rioux & Penner, 2001; Scott, BA, TA, Hakim, 2006; Scott & judge, 2006).

Beeretal (1994) stated that the model of human resource management, working system can not only affect the commitment, competence, cost-effectiveness and alignment but also have long-term consequences for the workers; there is some evidence to suggest that the system design work may have an effect on physical health, mental health and longevity of life itself. A work environment that is conducive to ensuring the welfare of the employees will always allow them to exert themselves to their role with all strength for higher productivity (Akinyele, 2007)

2.2 The Cornerstone of the Theory

2.2.1 Discipline

According to Hasibuan (2006, p. 193), "Discipline is the awareness and willingness of someone adhering to all company regulations and social norms that apply". And according to Rivai (2004, p. 444), work discipline is a tool used by managers to communicate with employees so that they are willing to change behaviors as well as an effort to raise awareness and the willingness of someone to obey all company regulations and social norms in force. Keith Davis of Mangkunegara (2009, p. 129) argued that "the Discipline is management action to enforce organization standards". Based on the opinion of Keith Davis, the discipline of work can be defined as the implementation of the management to affect the organization guidelines.

Siagian (2006, p. 304), giving the sense that management action: discipline is to encourage its member organizations meet the demands of a variety of conditions. In other words, employees of Pfizer is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees so that employees voluntarily seek work in a cooperative with other employees as well as improve the accomplishment of work.

Sutrisno (2011, p. 86), argued that the discipline indicates a condition or a respectful attitude in employees against the rules and statutes of the company. Thus when the regulations or statutes that exist in that company are ignored, or frequently violated, then the employee has poor work discipline. On the contrary, if an employee is subject to the company's statutes, describe the conditions of good discipline and (Nawawi, 2006, p. 330), spoke of the "discipline is a condition that is orderly, with members of the organization who behave and respect the rules of the Organization as an acceptable behavior." According to Moenir (2000, p. 97) Suggests that "a work discipline in

practice must be constantly monitored and supervised in addition it should already be good behavior of every employee in an organization.”

From some of the opinions above it can be concluded that the discipline is a very important factor in the development of an employee's personality characteristics such as responsibility, confidence, and persistence in working and self control as well as to maintain and develop an appropriate behavior in the works.

2.2.2 Compensation

Henderson (1979) divides into the system of compensation and reward system of rewards to employees and second, companies provide a spiritual activity, psychological and physical harm to employees. Hu (1993) showed that compensation has two meanings: first, for a manager is operational expenditure the main company; second, it can affect the attitude and behavior of the employee. Wang (1998) suggests that in order to provide labor, welfare organizations should offer direct and indirect compensation to employees, including the basic compensation, subsidies, welfare and appreciation. Huang (1997) split the compensation to the level of base compensation, subsidies and benefits. Compensation includes base salary and the subsidies include payments for rent, transportation, housing, benefits, and compensation for relatives for special projects, overtime, allowances and food supply. (Ponnu & Chuah, 2010), State Prize of performance including Rewards, reward work, reward the year-end gifts full presence, proposed awards and reward achievement.

Compensation is output and the benefits for employees who receive in the form of salary, wages and also the same award as monetary exchange for employees in improving performance, (Holt, 1993). Compensation is segmentation between the employee and the owner, that the results of contract employees are expressed as an important thing from the life of the employees. Most of the compensation is equal to half of the company's cash flow. But the service sectors more than half. This is to motivate employees to improve performance (Ivanceikh & Glueck, 1989) employee training is said to be beneficial for improving compensation and performance results human resources and usually increases the work productivity and job satisfaction.

Reinforcement theory States that the response was followed by powerful gifts are more likely in the future (Thorndike's law effect). An implication for the management of compensation is that high employee performance followed by prize money will make a better performance in the future. By the same token, high performance is not followed by the prize will make it less likely in the future. This theory emphasizes the importance of someone actually awarded. Such a theory, the theory of strengthening expectations (Vroom, 1964) focuses on the connection between rewards and behavior (perception of mediation), while emphasizing the expected (not seasoned) rewards (i.e., incentives). Motivation is also a function of two factors: a perceived expectation between effort and performance, and Valence, the expected value of the result (e.g., gifts).

According to Kadarsiman (2012, p. 1), Compensation is what an employee or employees or workers received as a reply from jobs they provide, and Ardana Komang (2012, p. 153) stated that the compensation received by the employees as retribution for his contribution to the company.

According to Sedarmayanti (2010, p. 239), compensation is everything received by an employee as retribution for their work. Furthermore, Dessler (2007, p. 85) suggested the employees compensation is any form of payment or rewards given to employees and arising from its employee work.

Bratton and gold (2003) explains that in Exchange for an employee in relation to contributions in the organization that may be cash, non-cash and psychological called rewards. Milkovich, Newman JM, and G. M. (2004) Reward is also a part of the working relationship in which the employee had all the provisions and benefits of the real. Ayen i (2007) This is (a) the level of employment, the importance of organization attached to each job; (b) payments, which encourage employees to award them according to their performance; (c) personal allowance or specially; and (d) allowances such as holidays with pay, pensions, and so on. Akintoye (2000) emphasized that money is the most important motivation strategy.

Banjoko (1996) stated that many managers use the money to reward or punish workers. This is done through the process of employee benefit to higher productivity by instilling the fear of job loss or other related problems. The desire to be promoted and get an increase in salary can also motivate the employees. Another stream of research compensation; focus highlights the internal orientation towards individual reactions to pay. The orientation of the research was led by industrial and organizational psychologists have contributed significantly to the human resources management practices. The main impetus for this research has assumed that the overall satisfaction levels affect pay employees and conduct the primary work or motivation, Oshagbemi (2000). The most important purpose of the system of salary is justice or equity. Equity can be assessed in at least three dimensions; internal equity, external Equity and Equity Individual (Cascio, 2006).

2.2.3 Employee Productivity

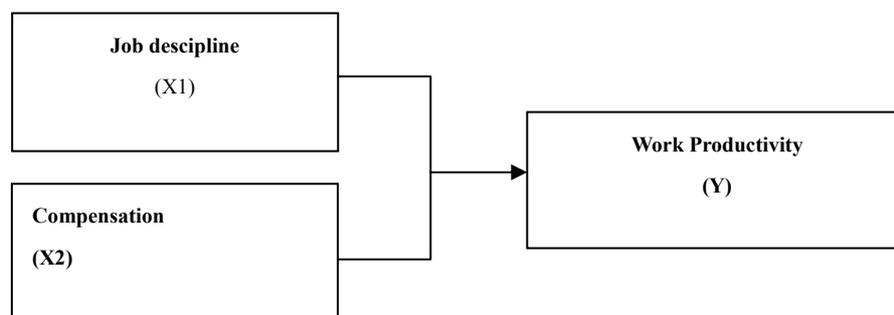
Mulyono (2004, p. 3) defines as the result obtained from each production process by using one or more of the factors of production. Cascio and mill (1986) States the concept of productivity by incorporating elements of efficiency. They argued that if an industry can work efficiently, means that the industry has been working with more productive, and in turn that industry will have a better competitive position because of the cost per unit external becomes lower.

Komang Ardana (2012) productivity is defined as the relationship between physical or tangible results (goods or services) with the actual input.

Organizations are increasingly realizing that the team cooperation can lead to higher productivity and better quality than individuals working on their own. As a result, the plan pays the incentive group has become increasingly popular (Honeywell-Johnson & Dickinson, 1999). The plan is designed to share with the Group cost savings from productivity improvements. The logic behind this is that if everyone works to reduce costs and increase productivity, the Organization will become more efficient and have more money for gifts person. The other forms of incentive plans for group outcomes and share ownership by employees (Collins 1998).

Adamu (1991), stating a comparison of output with one or more inputs, the input factor often like labor and capital to determine some meaningful steps.(Tissot & Skoczylas, 2005). Meneze (2006) defines productivity as employees ' ability to produce goods and services or works in compliance with the standards established by the employer or are expected, or goes beyond the standard expected. Productivity is calculated by comparing the total amount of health care to output the total number of input used in generating this output. The output can be measured through primary care, diagnostic, outpatient facilities, accident and Emergency Department, the volume of activities and mental health and care settings community. The input can be measured only by the employee work, between the goods and services capital & (Bojke et al., 2012).

2.3 A Conceptual Framework



3. Research Methods

This research type is explanatory research and this research using a quantitative approach to the survey method. According to Singarimbun (1995) a survey of the research method is the research that takes samples from a population and use questionnaire as the principal means of data collection. This research will be aware of the influence of variables have been specified to explain the influence of the discipline, compensation of employees on work productivity security services company, PT Garuda Milky Artha in Surabaya as much as 108 people.

This research was conducted at the security services company, PT Garuda Milky Artha in Surabaya total population in this study as many as 108 people with samples taken as many as 52 people, based on Slovin formula with technique of proportional stratified random sampling procedures. Techniques of data collection and survey method are using a questionnaire.

The instruments that are used in collecting data must meet two conditions, namely the validity and reliability. And the results were all valid and reliability. So, the instrument can be used in the research. Methods of analysis in this research are descriptive and statistical analysis of inferential using Multiple Linear Analysis, and test the hypothesis (F-test and t-test).

3.1 Variable

The Independent Variables

- 1) Discipline (X1), with the indicator (1) Goals and capabilities, (2) Exemplary Leadership, (3) Retribution, (4) Justice, (5) Oversight attached, (6) Penalties, (7) Assertiveness, (8) Humanitarian Relations.
- 2) Compensation (X2), with the indicator (1) Weight a job, (2) The ability of the employee's work, (3) The Office or rank, (4) Education, (5) Long works, (6) the ability of a company.

Variables Bound

Work productivity (Y), with the indicator (1) Social economic status, (2) Physical quality, (3) The quality of non-physical, (4) Techno structure, (5) Bureaucratic regulations, (6) Leadership style.

4. Results of the Research and the Discussion

4.1 Characteristics Respondents

Characteristics of respondents most respondents are men with a total of 47 respondents (89.1%) while for women amounted to 5 respondents (10.9%). Data characteristics of respondents based on the range at most age 31-40 years with as many as 20 men was 36.4%), followed by (respondents aged up to 30 years as many as 11 people (25%) and the rest of a total of 11 respondents (15.9%) were aged 41-50 years old and 10 respondents (22.7%) were aged over 50 years. Educational level of respondents researched is diverse ranging from upper level secondary school (SLTA) to the S-1 degree. The uneven composition of education respondents with high school education at the level of dominance that add up to 40 people (58.6%) and Bachelor S-1 with the number of respondents (34,1%) of 9, while an educated respondents diploma 3 men (7.9%).

4.2 Data Analysis

4.2.1 Descriptive Analysis

A descriptive analysis was intended to describe the frequency distribution of answers respondents based on a questionnaire that was distributed on 52 people respondents. Descriptive analysis show that variable compensation work, discipline, and work productivity of employees responded well by employees. The compensation aspect has also been rated good especially on supplementary compensation and salary elements, while the elements of the facility include vehicles and shelter tend to be assessed needs to be improved. Employee discipline is rated very high, especially on the adherence to the regulations, adherence to a standard work and an ethic work. Employee productivity has also responded very positive element that is almost in the third the timeliness, quality and quantity of work.

4.3 Statistical Analysis of Inferential

4.3.1 Regression Analysis

Multiple regression analysis in this research was used to determine the influence of the discipline (X1) and compensation (X2) against work productivity of employees (Y) PT Garuda Milky Artha in Surabaya. After knowing the results of the test will be conducted next assumptions, regression analysis of multiple, to simplify the calculation, use the software SPSS version 20.0, so the retrieved data as follows:

Table 1. Multiple regression analysis

Model	Unstandardized Coefficients		
	B	Std. Error	Sig.
1 (Constant)	13.672	.182	.000
Discipline	2.288	.150	.011
Compensation	1.039	.175	.028

Table 2. R-Square

Model	R	R Square	Adjusted R Square
1	.265 ^a	.570	.032

Based on the above analysis, the results obtained by a model equation regression as follows:

$$Y = 13.672 + 2.288 X1 + 1.039 X2$$

From the above equations, it can be concluded that if there is no discipline and compensation, the value of work productivity of 13.672. In addition, any increase of discipline once, while the other is constant, then it will improve work productivity of 2.288. And any award of compensation once, while the other is constant then it will improve work productivity of 1,039, vice versa.

While his determination coefficient (R-Square) in table 2. it is retrieved the value of 0,570. This indicates that the variable compensation of discipline and ability to affect the productivity of the work amounted to 57% and 43% still there are other variables that affect work productivity.

4.4 Results of Hypothesis Testing

4.4.1 The First Hypothesis

a. F-test

F-test in the study was used to determine the influence of some of the free variables of variables is bound. To simplify the calculation, use the software SPSS version 20.0, so the retrieved data as follows:

Table 3. The F-Test

ANOVA ^b			
Model		Df	Sig.
1	Regression	3	.011 ^a
	Residual	49	
	Total	52	

Based on the above analysis of the results obtained the value significance of $0011 < 0.05$. These results indicate that the free variables of the two tested (discipline and compensation), there is at least 1 free variables that affect work productivity.

5. Discussion

Based on the results of analysis using SPSS software version 20.0, retrieved some of the results are a classic assumption test and deviations regression test, this is done before doing a multiple regression analysis. Test your assumptions are assumptions of normality test, test the assumptions of its homogeneity assumption does not occur and the relevant test assumptions don't happen auto correlation. The fourth test that assumption of conclusion that all normal Gaussian variable data, homogeneous data, data variance does not occur and the relevant data is not happening auto correlation.

The fourth test after making the assumption, then conducted multiple regression analysis. From the analysis results obtained his best regression model as follows:

$$Y = 13.672 + 2.288 X1 + 1.039 X2$$

While the determination coefficient (R-Square) in table 5.14. It is retrieved value of 0,570. This indicates that the variable compensation of discipline and ability to affect the productivity of the work amounted to 57% and 43% still there are other variables that affect work productivity.

In addition, based on the results of the analysis to the Test of significance value obtained $F 0011 < 0.05$. These results indicate that the free variables of the two tested (discipline and compensation), there is at least one free variable that affects the productivity of work.

Furthermore, based on the results of the analysis showed that the T-test with a second variable that is tested, it turned out them both affect the productivity of work. This conclusion is derived from the value of discipline 0,011 significance 0.05, whereas values < significance compensation amounting to $0.028 < 0.05$.

From the above explanation can be found that of the variable and variable compensation discipline turns out to affect the productivity of work.

6. Conclusions and Suggestions

6.1 Conclusions

Based on the results of data analysis, the obtained conclusions that once analysis by using SPSS software version 20.0, retrieved the value significance of discipline and the value of 0.05 $0,011 < \text{significance compensation}$ amounting to $0.028 < 0.05$. This shows that the two variables are declared H_0 repelled. So it can be concluded that there is a significant influence on the value of discipline and compensation against work productivity at PT. Garuda Milky Artha in Surabaya and former research supports this research.

In addition, after analyzing the data using SPSS software version 20.0, R-Square value was obtained by 0,570. This suggests that the ability of variable compensation and variable influencing disciplines work productivity amounted to 57% and 43% still there are other variables that affect work productivity at PT. Garuda Milky Artha in Surabaya.

6.2 Suggestions

The company is expected to maintain the norms of discipline that has been around since the existing norms have been carried out by its employees. And pay attention to employee compensation in order to be more proactive in working to improve work productivity. Research results can be used as one of the company's policy.

Free variables used in this study only discipline and variable compensation thus researchers recommended that research be dating can be developed by adding other variables.

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