

The Influence of Discipline, Work Environment and Compensation on Employee Performance at PT Angkasa Pura II Soekarno-Hatta Airport Unit Rescue and Fire Fighting Services

Septo harmoko¹, Cicih Ratnasih²
septo2000@gmail.com¹, cicih_ratnasih@Borobudur.ac.id²

Universitas Borobudur^{1,2}

Abstract: In this study, it aims to determine the effect that occurs between Discipline, Work Environment and Compensation on the performance of employees studied at PT. Angkasa Pura II (Persero) Soekarno-Hatta International Airport branch office Rescue and Fire Fighting Services (RFFS) work unit. Research in this company there are 300 people and requires as many as 75 people as respondents spread across several divisions selected randomly with the random sampling method. The method used in analyzing the data is descriptive analysis, by conducting validity tests, reliability tests, regression analysis and analysis of the coefficient of determination. In view of halfway computations, specifically the impact in light of the exploration results that there is a positive and huge impact. At PT, discipline (X1) affects employee performance (Y). The Rescue and Fire Fighting Services (RFFS) work unit is located at the Soekarno-Hatta International Airport branch office in Angkasa Pura II (Persero). The results show that discipline has a positive and significant impact on employee performance. The impact of the workplace (X2) on employee performance (Y) at PT. Branch office of Soekarno-Hatta International Airport in Angkasa Pura II (Persero).

Keywords: Discipline, Work Environment, Employee Performance, Compensation

1. Introduction

In the development of the world in various aspects which are very mature today there are various challenges and changes from both the internal and external environment. In particular, the challenge of increasingly fierce competition in various business fields. One area that is experiencing this competition is trade. To anticipate increasingly fierce competition, currently efforts are being made, among others, by improving quality in terms of service and selling quality products at competitive prices.

Companies that are able to survive and win in the competition are companies that are able to manage their resources. There are several companies that have experienced a decline in business, because they are fixated on their operational activities without thinking about their human resources.

Human resources are an important factor in an organization to achieve organizational goals. This is very necessary because the progress of an organization cannot be separated from the role of humans as the driving force of humans in the organization. Because humans have

the ability to manage and run the organization so that organizational goals can be achieved properly. Human Resources need to pay attention to factors that can affect performance. Is the most important asset in an organization or company, because Human Resources is the subject of implementation of the company's activities and activities. thought and energy of an employee towards a job that is tangible in nature, can be calculated from the number or intangible properties such as ideas or innovations to solve problems.

The concept of performance (Performance) is emphasized as an achievement. That is, the service actor will be assessed how competent he is in doing the job, as well as time efficiency at work, so that the service actor will achieve the desired goal, not only that the company will get a good image so that it will have a positive effect. sustainability of the company in the long term or a long period of timeLiterature Review

Compensation is a sensitive matter when it comes to eligibility to meet needs, especially if the level of current needs is increasing so that the salary given is considered insufficient. Employees will perform better and be more productive if they are compensated better (Hasibuan, 2012: 118). The form of compensation is divided into several forms, namely direct financial compensation consisting of salaries, commissions and bonuses, indirect financial compensation consisting of benefits, insurance, facilities, leave, and non-financial compensation (Darsono and Siswandoko, 2011: 269). The compensation provided by PG. Meritjan Kediri namely in the form of salaries, incentives, awards and allowances. Where payroll is based on educational background and years of service in the classification of employee salary groups. These benefits are in the form of health and mental benefits. Regarding work discipline in PG. Meritjan Kediri, violations that still occur are often arriving late during working hours, often not coming to work/skipping after long holidays, and sometimes the completion of work is not in accordance with the standards and time specified. To improve the work discipline of PG. Meritjan Kediri, superiors provide sanctions for violations committed by employees by giving SP (Warning Letters) and giving direct reprimands. Employees are not fully aware that discipline greatly influences the progress of the company's organization and their work performance.

For companies, performance research is very useful for assessing quantity, quality, efficiency of change, motivation of the employees as well as doing supervision and repair. Highly disciplined person usually refers to a person who always arrives on time, follows rules, behaves according to set standards, etc. Conversely, people with low self-discipline tend to target people who lack or cannot follow the rules and regulations that apply, both from society (information contracts), government, and regulations from certain institutions (official organizations). that the character of discipline is personality, behavior, nature, character, and manners in an orderly, orderly, and proper state of affairs and there are no direct or indirect violations.

1.1 Discipline

Suparman S. stated that discipline is obedience and adherence to laws, regulations, provisions, terms and standards that apply with conscience and sincerity. Aulina (2013), interprets that discipline comes from the word "disciple" when someone sincerely learns to comply with the rules. Parents and teachers are leaders and set rules and service actor are students who learn to be useful and follow rules. So, discipline is the way society educates service actor to behave ethically, which is approved by the whole group. Discipline is different from punishment, basically discipline is an absolute necessity that cannot be contested in service actor in order to become a useful person (Aulina: 2013).

While punishment is an element of discipline needed to discipline service actor. Punishment as a consequence of intentional violations.

Highly disciplined people are often used to refer to people who are always on time, follow rules, behave according to applicable standards, etc. Meanwhile, people with low discipline often target those who lack or are unable to comply with applicable rules and regulations, whether these regulations come from the community (disclosure agreement), from the government or from regulations formed by certain organizations (official organizations).

Based on (Suharyo, 2017) emphasizes the notion of discipline can be interpreted as a management regulator for choose organizational guidelines. terry, in (Sutrisno, 2014) strengthening discipline is a regulatory tool service providers. so that they can achieve their goals in work and efficiently and competently, based on discipline is a driving tool employees so as not to violate the rules so that service actors work optimally and focus on achieving success which is the company's goal. So, the goal to be achieved from the formation of a disciplinary character for a person is to form a good personality and behave in accordance with applicable norms. Forming one's discipline in all aspects of life, such as time discipline, study discipline, discipline in obeying rules, discipline in behavior, discipline in rest, discipline in worship, and also discipline in achieving one's goals.

1.2 Work environment

Conditions in which service actors have completed their activities which are carried out optimally and efficiently until their goals are achieved. many external factors, for example superiors and subordinates, colleagues, the atmosphere at work such as a comfortable room and appropriate lighting.

1.3 Compensation

Compensation is a set of rewards (tangible and intangible) provided by the company for services to employees with the aim of attracting, retaining and motivating employees. This compensation is the price paid to workers for their services in the production of wealth, like other factors of production, workers receive compensation for their services, compensation, also known as wages or salaries. Compensation also includes compensation provided by the company. For a company, compensation has an important meaning because compensation is an effort to maintain and develop the company's employees.

Compensation is often adjusted according to status, recognition, and the extent to which needs are met by workers and their families. The higher the compensation received by employees, the higher the position. His condition is improving and the fulfillment of the needs he enjoys will be greater.

The compensation provided by PG. Meritjan Kediri, namely in the form of salaries, incentives, awards and allowances. Where the salary is based on educational background and years of service in the classification of employee salary groups. These benefits are in the form of health and mental benefits. Regarding work discipline at PG. Meritjan Kediri, violations that still occur are frequent arrivals late at work hours, frequent absences from work/skipping after long holidays, and sometimes the completion of work is not in

accordance with predetermined standards and time. To improve the work discipline of PG. Meritjan Kediri, superiors impose sanctions for violations committed by employees by giving SP (Warning Letters) and giving direct reprimands. Employees are not fully aware that discipline greatly influences the progress of the company organization and their work performance.

H1. is how work discipline affects how well employees do their jobs.

H2. an effect of the work environment on the performance of employees.

H3. impact of pay on performance among employees.

H4. is there a positive and significant effect on employee performance at PT when work discipline, the work environment, and compensation all influence employee performance simultaneously? Angkasa Pura II (Persero) Soekarno-Hatta Worldwide Air terminal branch office Salvage and Putting out fires Administrations (RFFS) work unit.

2. Results Hypothesis test

2.1 t-test

From the relevant previous research results that the author described in the previous chapters, conclusions were drawn and the results of the influence of discipline, work environment and compensation on employee performance, then the following conclusions were drawn: Analysis of the level of influence or calculation with the t test and f test, conclusions can be drawn as follows:

1. The t-test coefficient is $3.195 > 1.993$, indicating that H_0 is rejected and H_a is accepted, indicating that discipline has a significant impact on employee performance. This shows that discipline influences worker execution.
2. The effect of the Work Environment Analysis on Employee Performance on the t-test results is positive and significant; the tcount coefficient is $3.174 > 1.993$. This indicates that H_a is accepted and H_0 is rejected. This demonstrates that employee performance is influenced by the workplace.
3. The t-test coefficient is $5.552 > 1.993$, indicating that Analysis of Compensation on Employee Performance has a positive and significant effect on the results. This indicates that H_a is accepted and H_0 is rejected. This demonstrates that compensation influences employee performance.
4. Together, discipline (X1), the work environment (X2), and compensation (X3) have a significant impact on employee performance (Y). Through the importance test, the fcount esteem is $19.275 > 2.73$. This leads us to the conclusion that employee performance (Y) is positively and significantly influenced by discipline (X1), the working environment (X2), and compensation (X3).

3. Conclusion

1. Discipline has a significant impact on employee performance;
2. Work Environment Analysis has a positive and significant impact on employee performance;
3. Compensation Analysis has a positive and significant impact on employee performance;
4. Together, discipline (X1), work environment (X2), and compensation (X3) have a significant impact on employee performance (Y). Through the importance test, the fcount esteem is $19.275 > 2.73$. This leads us to the conclusion that employee performance (Y) is positively and significantly influenced by discipline (X1), the working environment (X2), and compensation (X3).

4. Suggestion

Based on that conclusion described in the previous section, the author can give advice or recommendation: as follows:

1. The Company should remain maintain even improve discipline with renewal of internal regulations company with a purpose improve employee performance.
2. The Company should continue increase employee needs with internal provisions company to improve employee performance.
3. The Company should remain maintain even increase the compensation already there today with a purpose to improve performance employee.
4. For academics who carry out similar research and the same, advised to add other variables and enriched with a population that bigger.

References

- [1] A.A. Anwar Prabu Mangkunegara. 2015. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung :RemajaRosdakarya 2015
- [2] Akbar Amidhan Alfian. 2015. *Pengaruh Kompensasi, Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan*. Jurnal Ilmu Dan Riset Manajemen Vol. 4. No. 8.
- [3] Anis Syamsu Rizal. *Pengaruh Motivasi Kerja dan Kedisiplinan terhadap Kinerja Guru SMP*. Jurnal Ulul Albab, 2019.
- [4] Any Isvandiari. *Pengaruh Gaya Kepemimpinan Budaya Organisasi terhadap Kinerja Karyawan pada Toeng Market Malang*. Jurnal Ilmiah Bisnis dan Ekonomi Asia, 2018.
- [5] Asep Sopian Sauri, Widyasari, Afridha Sesrita. *Pengaruh Kepemimpinan Kepala Sekolah terhadap Kinerja Guru*. Tadbir Muwahhid, 2018.
- [6] Dina Yuliana. *Faktor-faktor yang Mempengaruhi Kinerja Personel Ground Handling PT. Jasa Angakasa Semesta (PT JAS) di Bandara Halim Perdana Kusuma-Jakarta*. Warta Penelitian Perhubungan, 2017.
- [7] Eko Budi Cahyono. *Pengaruh Lingkungan Kerja terhadap Kinerja Karyawan pada Industri Kecil Kerajinan Batik Sidomukti Desa Sidomukti Kecamatan Plaosan Kabupaten Magetan*. Equilibrium: Jurnal Ilmiah Ekonomi dan Pembelajarannya, 2015.
- [8] Feryal Abadi, Ferdinal Teo DwiMavi, 2017. *Pengaruh Motivasi Dan Kedisiplinan Terhadap Prestasi Kerja Karyawan*. Jurnal Manajemen, Institut Teknologi Dan Bisnis Kalbis Vol. 4 No.1.

- [9] Hasibuan, Malayu. 2012. “ *Manajemen Sumber Daya manusia*” . Jakarta: PT Bumi Aksara. 2012
- [10] Hasibuan Melayu S.P. *Manajemen Sumber Daya Manusia*, Edisi Ke-19 Jakarta: PT. Bumi Aksara, 2016
- [11] Hidayat Zainul Dan Taufik Muchamad, 2012. *Pengaruh Pengembangan Karir Dan Disiplin Kerja Serta Motivasi Terhadap Kinerja Karyawan*. Jurnal Wiga Vol. 2. No 1.
- [12] Kholil, Almustofa, Resa. 2014. “*Pengaruh Lingkungan Kerja, Motivasi Kerja, Disiplin Kerja Terhadap Kinerja Pegawai (Studi Pada Pegawai Perum Bulog Divisi Regional Jakarta)*”. Skripsi. Semarang: Fakultas Ekonomika dan Bisnis, Universitas Diponegoro. 2014
- [13] Lukiana. *Peneliharaan Kendaraan PKP-pk di Banda Udara Hang Nadim-Batam*. Warta Ardhia, 2017.
- [14] Mangkunegara A.P. *Manajemen Sumber Daya Manusia Perusahaan*, Edisi Ke-12 Bandung: PT. Remaja Rosda Karya, 2015.
- [15] Mania Nosratinia, Maryam Saveiy, Alireza Zaker. *EFL Learners' Self-efficacy, Metacognitive Awareness, and Use of Language Learning Strategies: How Are They Associated?*. Theory and Practice in Language Studies: 2014.
- [16] Miftakhul Ilmi S. Putra. *Pembelajaran Fisika dengan Pendekatan Keterampilan Berpikir Kritis untuk Meningkatkan Hasil Belajar Siswa SMP Unggulan Amanatul Surabaya*. Pedagogia: Jurnal Pendidikan, 2015.
- [17] Munparidi, 2012. *Pengaruh Kepemimpinan, Motivasi, Pelatihan Dan Lingkungan Kerja Terhadap Kinerja Karyawan*. Jurnal Orasi Bisnis Edisi Ke-7.
- [18] Safitri, Erma. 2013. “*Pengaruh Pelatihan dan Disiplin Kerja Terhadap Kinerja Karyawan*”. *Jurnal Ilmiah Manajemen*. Vol. 1. No. 4. Juli 2013. Hal. 1044 -1054. Universitas Negeri Surabaya. Surabaya.
- [19] Sahlan , Akdon dan Hadi, (2015). *Aplikasi Statistik dan Metode Penelitian untuk Administrasi Manajemen*. Bandung: Dewa Ruchi. 2015
- [20] Sindayanti Heny, 2015. *Pengaruh Lingkungan Kerja, Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai*. Jurnal Jibeka Vol. 9 No 1.
- [21] Sugiyono. *Metode Penelitian Bisnis*. Edisi Ke-18 Bandung Alfabeta, 2015.
- [22] Sugiyono. 2017. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung : Alfabeta, CV.2017