WORK DISCIPLINE AND COMPENSATION ANALYSIS OF EMPLOYEE PERFORMANCE FERRY PORT IN BATAM CITY

by Wasiman & Mauli

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Abstract

The situation of the ferry port in Batam City during the Covid-19 era, when many existing ports witnessed a significant decrease in revenue due to a lack of people coming to and visiting Batam, inspired the research. However, as time went, the economic recovery of a number of ferry ports improved. The purpose of this study was to determine how work regulations and remuneration affected employee performance at the Batam City ferry port. As part of the methods used in this study, four ferry terminals in Batam City that were used as samples in the research were surveyed and given questionnaires. In all, 115 samples were utilized. The validity test results indicated that all independent variables, or the x variable, the disciplinary and compensation variables, and the y variable, i.e. employee performance, were all valid with values greater than 0.6. According to the reliability test results, all research variables were determined to be reliable. Employee performance at the Batam City ferry port is highly impacted by discipline and salary, according to the study's results. The Q square test findings show that the independent variable accounts for 87% of the dependent variable, implying that the discipline and remuneration variables may have an 87% effect on employee performance, while other factors outside of the study variables affect the remaining 13%.

Keywords: work *Discipline, conpensation, Employee, Performance*

INTRODUCTION

Batam City's expansion has made it a strategically vital city with maritime connections and a famous tourist destination due to its closeness to adjacent countries such as Singapore, Malaysia, and Brunei Darussalam. As a consequence, Batam City is now readily accessible by a range of inexpensive and speedy forms of transportation, including as ships and aircraft. sufficient cost In 2019, 1.4 million visitors came to visit. The number of visitors visiting Batam City in 2020 was 305,390, a 78.67% decrease from 2019. To avoid a drop in tourism caused by the peak in Covid-19 in 2020, the government set travel restrictions on both domestic and foreign tourists. Economic growth is developing in order to have a beneficial influence on the amount of tourist visits in Batam City, and the government has started awarding licenses to areas in Indonesia. As a consequence, 678.53 thousand visitors visited Batam City in October 2022, rising 363.31% over the same month in 2021. As a consequence of the industry's ongoing progress, the tourism sector in Batam City offers new potential. However, a number of concerns emerge, such as a loss in staff discipline, which hinders visitor traffic, which has begun to increase, from growing in parallel with employee discipline.

The functioning of the Batam City ferry port will be significantly influenced by worker discipline, which will also reduce customer service complaints. Low levels of employee discipline are caused by a variety of factors, including the organization where they work's lack of attention, the company's commitment to the welfare of its employees, and a lack of employee awareness of the obligations placed on them in terms of work targets that must be met on time. Time reverses, and the employee is unable to complete the task. The third difficulty that employees face is that their remuneration does not correspond to the original work arrangement, which causes them to slack off at work and fail to complete duties that are already their responsibility. Employees should be entitled to a range of kinds of remuneration, including timely and minimum-wage salary, as well as supplementary perks such as transportation reimbursement, overtime pay, and bonuses. Employee performance will deteriorate if these perks are not granted. With these situations and backgrounds in mind, the researcher wishes to perform a study titled Analysis of Work Discipline and Compensation

on the Performance of Ferry Port Employees in Batam City. In addition to the aforementioned remuneration, there is additional compensation in the form of housing and staff shuttle transportation.

RESEARCH METHOD

The research design is a researcher's framework for choosing study approaches and processes. The framework helps researchers to devise effective research methods and plan successful studies. The research topic design specifies the kind of study (experimental, survey research, correlational, semi-experimental, review) and its subtypes (experimental design, research problems, descriptive case studies). According to Sugiyono, qualitative research is "a unique tradition in the social sciences that largely relies on observation, which is done to get the most out of it" (2014: 88). The study's population and sample location are a pelabuhan ferry in Batam City. The Slovin formula was applied with a tolerance error rate of 5% on a sample of 115 respondents and a population of 200 respondents.

RESULT AND DISCUSSION

The results of the analysis of respondents based on gender can be seen in the following table:

Table 1. Profile of Respondents by Gender

No	Description	Frequency	Percent
1	Male	72	62
2	Woman	43	38
	Total	115	100,0

Source: Results of 2022 Primary Data Processing

According to Table 1, there were 115 total respondents in this poll, 72 of them were males and represented a proportion of 62.0%; the remaining 43 respondents represented a proportion of 38.0%. This illustrates that males outnumber women among respondents.

Discipline variable validity test (X1)
The results of validity data processing can be seen in table 4.2 below:

Table 2. Discipline Validity Test Results (X1)

Statement	r-hitung	r-tabel	Description
		Discipline	
X1_1	0,742		Valid
X1_2	0,710		Valid
X1_3	0,750	0,2079	Valid
X1_4	0,760		Valid
X1_5	0,720		Valid

Source: Results of 2022 Primary Data Processing

According to Table 2, the rcount value for all variable X1 statements is more than the rtable value (Df = 115). As a result, all disciplinary variable statements (X1) are considered legitimate and may be tested further.

Tabel 3. Compensation variable validity test (X2)

Statement	r-hitung	r-tabel	Description
		Motivation	
X2_1	0,730		Valid
X2_2	0,830		Valid
X2_3	0,650	0,2079	Valid
X2_4	0,660		Valid

Source: Primary data

According to Table 4.4, the rcount value for all variable X2 statements is more than the rtable value of 0.2079 (df = 113). As a result, all compensation statements (X2) are certified legitimate and may be utilized in subsequent testing.

Tabel 4. *Performance Employee (Y)*

Kinerja Karyawan

Pernyataan	r-hitung	r-tabel	Keterangan
Y_1	0,610		Valid
Y_2	0,740		Valid
Y_3	0,660	0,2079	Valid
Y_4	0,810		Valid
Y_5	0,740		Valid

Source: Primary Data

According to Table 4, the rcount value for all variable Y statements is larger than the rtable value of 0.2079 (df = 123). As a result, all employee performance variable statements (Y) are deemed legitimate and may be tested further.

Reliability Test Results

The reliability test is used to verify a measuring instrument's reliability level by computing the Cronbach alpha correlation with each statement item in one variable, where > 0.6 implies reliable and 0.6 signifies unreliable.

Tabel 5. Reliability test result

No	Variabel	Cronbach's Alpha	N of Items	Keterangan
1	Discipline	0,730	5	Reliabel
2	Compensation	0,760	4	Reliabel
3	Performance Employee	0,770	5	Reliabel

Source: Primary Data

According to Table 5, the Cronbach's Alpha value for the discipline variable is 0.730, 0.760 for the remuneration variable, and 0.770 for the employee performance variable. Because the value of Cronbach's Alpha for each variable is larger than 0.6, it may be stated that this research instrument is dependable.

Classical Assumption Test Results
Multicollinearity Test Results

According to Sugiyono (2026: 92), multicollinearity symptoms may be identified by utilizing or viewing a test tool known as the Variance Inflation Factor (VIF). The secret is to compare the values of each independent variable to the value of the dependent variable. If the VIF score is less than 10, the model shows no signs of multicollinearity.

Table 6. Multicollinearity Test Results

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5,441	2,342		5,432	,000		
Disipline	,730	,234	,554	3,541	,000	0,551	3,988
Compensation	,625	1,96	,671	2,661	,000	0,752	2.921

Dependent Variable: Employee Performance

According to Table 6, the Variance Inflation Factor (VIF) value of each variable of disciplinary and compensation is 3.988 10, indicating that multicollinearity does not exist.
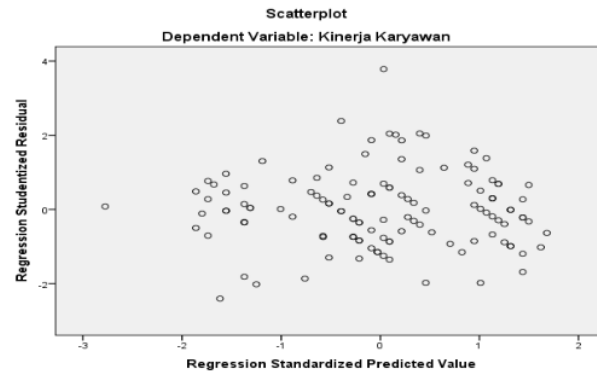
Heteroscedasticity Test Results

Figure 1. Scatter Plot Graph

According to 13 scatter plot graph above, the dots are dispersed and do not create a discernible pattern. As a result, there is no heteroscedasticity issue in the regression model.

Test Results for the Coefficient of Determination (R2)

The coefficient of determination (R2) indicates how well the percentage of variance in the model's independent variables can explain the variation in the dependent variable. If R2 is equal to 0, then the percentage contribution of influence supplied by the independent variable to the dependent variable is perfect; if R2 is equal to 1, then the percentage contribution of influence given by the independent variable to the dependent variable is perfect.

Table 7. Test Results for the Coefficient of Determination (R2)

Model Summary

Model	R	R Square	Std. Error of the Estimate
1	,880ª	,870	2,070

a. Predictors: (Constant), Work Disiplin dan Compensation

According to Table 4.9, the association between punishment and remuneration and employee performance is R Square 0.870, or 87%.

Discipline's effect on employee performance. The outcomes of this study show that punishment has an impact on employee performance. Based on the calculation findings, tcount (3.541) > ttable (1.97944) with a significance value = 0.000 less than 0.05, Ho is rejected and Ha is authorized. This research presents statistical proof that work discipline has a substantial influence on employee performance at the Batam City ferry terminal.

Compensation has an impact on employee performance. The outcomes of this study show that remuneration has a major impact on employee performance. The results of the calculations reveal that tcount (2.661) > ttable (1.97944), with a significance value of 0.000 less than 0.05, indicating that Ho is rejected and Ha is authorized. This research presents statistical proof that the evaluation has a substantial impact on worker performance at the Batam City ferry port.

Discipline and remuneration have an influence on employee performance. The outcomes of this study show that work discipline and damage have an effect on employee performance at the Batam City ferry port. According to the calculation results, Ho is rejected and Ha is accepted because Fcount (196.400)>Ftable (3.07) and a significant value=0.000 0.05. It illustrates how protection and punishment affect employee performance at the Batam City ferry port by rejecting Ho and accepting Ha.

CONCLUSION

Several conclusions may be derived from the previous research and discussion, including: 1). According to the conclusions of this study, corporations must emphasize the importance of work

discipline for all employees in order to enhance corporate performance. Employee performance at Batam City's ferry port is influenced by work discipline. 2). According to the conclusions of this study, compensation has a considerable impact on employee performance. In this case, the company must offer employees with appropriate attention, such as timely salary payments, employee transportation, benefits, and other amenities, to guarantee that employee performance continues to improve; 3). According to the study's results, employee performance is highly impacted by both punishment and remuneration. As a consequence, companies should continue to concentrate on improving employee work discipline and providing better remuneration and incentives, so that employee work discipline will continue to grow as long as workers' welfare and appearance are in accordance with expectations.

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