

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

Wasiman<sup>1</sup>, Mauli Siagian<sup>2</sup>, Nanda Harry Mardika<sup>3</sup>

Universitas Putera Batam<sup>1,2,3</sup>

Email: [wasiman903@gmail.com](mailto:wasiman903@gmail.com), [mauli@puterabatam.ac.id](mailto:mauli@puterabatam.ac.id), [mardikanandaharry@gmail.com](mailto:mardikanandaharry@gmail.com)

### Abstract

This research was motivated by the condition of the ferry port in Batam City during the Covid-19 period where several existing ports experienced a sharp decline in revenue due to the absence of tourists coming and visiting Batam. However, as time went on, the economic recovery of several ferry ports began to show better performance. The purpose of this study was to determine the effect of work discipline and compensation on employee performance at the ferry port in Batam City. The method used in this study was to conduct a survey and distribute questionnaires to four ferry ports in Batam City which were used as samples in the study. The number of samples used was 115 samples. The results of the validity test found that all independent variables or the x variable, the discipline and compensation variables, and the y variable, namely employee performance, were all valid with values above 0.6. The results of the reliability test found that all research variables were reliable. From the results of the study it was concluded that discipline and compensation have a significant effect on employee performance at the ferry port in Batam City. The results of the Q square test show that the independent variable can explain the dependent variable by 87%, meaning that the discipline variable and compensation variable can affect the employee performance variable by 87% while the remaining 13% is influenced by other variables outside the research variables.

**Keywords:** *Work Discipline, Compensation, Employee, Performance*

### INTRODUCTION

The development of Batam City is a very strategic city with sea routes and is a tourist city because it is close to neighboring countries, namely Singapore, Malaysia and Brunei Darussalam so this makes Batam City easily reachable with several transportation alternatives such as very fast ships and airplanes at low prices. cheap enough. The level of tourist visits in 2019 was 1.4 million people. Whereas in 2020 the level of tourist visits to Batam City was 305,390 or decreased by 78.67% compared to 2019. The decline in tourist visits was due to the spike in Covid-19 in 2020 so the government banned foreign tourists and domestic tourists from traveling outside the area. Economic development is getting better and the government has started giving permits to regions in Indonesia so that it has a positive impact on the level of tourist visits in Batam City, so that in October 2022 the level of tourist visits to Batam City has reached 678.53 thousand or an increase of 363.31 percent compared to the same month in 2021.

The increasing growth of tourism also raises new hopes for the tourism industry in Batam City. However, there are several problems that arise such as the level of employee discipline that decreases so that the increase in the level of tourist visits which has begun to improve is not matched by the level of employee discipline. The level of employee discipline will greatly affect the performance of the ferry port in Batam City and will also reduce complaints posed by tourists in terms of service quality. There are several things that result in a low level of employee discipline, such as the lack of attention given by the company where they work, the commitment of the company in terms of welfare to employees is still low, also because of low employee awareness of the responsibilities given by the company regarding work targets that should be completed on time. time goes backwards and can't even be completed by the employee.

The next problem faced by employees is that the compensation provided by the company is not in accordance with the initial work agreement, this also results in employees being lazy at work and in completing work that is already their responsibility. Several types of compensation should be the right of employees such as salary according to the minimum wage and paid on time, other compensation

such as transportation money, overtime pay and bonuses so that with some compensation that is not obtained it will result in decreased employee performance. In addition to the compensation mentioned above, there is also compensation in other forms such as housing facilities, employee shuttle transportation facilities, with these conditions and backgrounds, the researcher is interested in conducting a study entitled analysis of work discipline and compensation on the performance of ferry port employees in Batam City.

**RESEARCH METHOD**

Research design is a framework of research methods and techniques chosen by a researcher. The design allows researchers to hone research methods suitable for the subject matter and set their studies up for success. the research topic design explains the type of research (experimental, survey research, correlational, semi-experimental, review) and its sub-types (experimental design, research problems, descriptive case studies).

According to Sugiyono (2014: 88) what is meant by Qualitative research is “a certain tradition in the social sciences that fundamentally depends on observation, which is done to get the most out of it. The research location is a pelabuhan ferry di Batam City, population and sample. The population used was 200 respondents using the Slovin formula with a tolerance error rate of 5%, while the sample used was 115 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

Based on the results of table 1, it can be seen that the total number of respondents in this study was 115, the number of male respondents was 72 people with a percentage of 62.% and the number of female respondents was 43 people with a percentage of 38%. This shows that there are more male respondents than female 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	Discipline		Description
	r-hitung	r-tabel	
X1_1	0,742	0,2079	Valid
X1_2	0,710		Valid
X1_3	0,750		Valid
X1_4	0,760		Valid
X1_5	0,720		Valid

Source: Results of 2022 Primary Data Processing

Based on Table 2 above, it can be seen that the rcount value for all variable X1 statements is greater than the rtable value (Df = 115). Thus, all disciplinary variable statements (X1) are declared valid and can be used in further testing.

**Tabel 3. Compensation variable validity test (X2)**

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

Source: Primary data

Based on Table 4.4 above, it can be seen that the rcount value for all variable X2 statements is greater than the rtable value of 0.2079 (df = 113). Thus, all compensation all variable statements (X2) are declared valid and can be used in further testing.

**Tabel 4. Performance Employee (Y)**

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

Source: Primary Data

Based on Table 4 above, it can be seen that the rcount value for all variable Y statements is greater than the rtable value of 0.2079 (df = 123). Thus, all employee performance variable statements (Y) are declared valid and can be used in further testing.

*Reliability Test Results*

The reliability test is used to determine the reliability level of a measuring instrument by calculating the Cronbach alpha correlation with each statement item in one variable, provided that > 0.6 means reliable and < 0.6 means 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

Based on Table 5, it is known that the Cronbach's Alpha value for the discipline variable is 0.730, the compensation variable is 0.760, and the employee performance variable is 0.770. it can be concluded that this research instrument is reliable because the value of Cronbach's Alpha for each variable is greater than 0.6

*Classical Assumption Test Results*

*Multicollinearity Test Results*

According to Sugiyono (2026: 92) states that multicollinearity symptoms can be known by using or looking at a test tool called the Variance Inflation Factor (VIF). The trick is to look at the value of each independent variable against the dependent variable. If the VIF value is less than 10, it indicates that the model has no symptoms of multicollinearity.



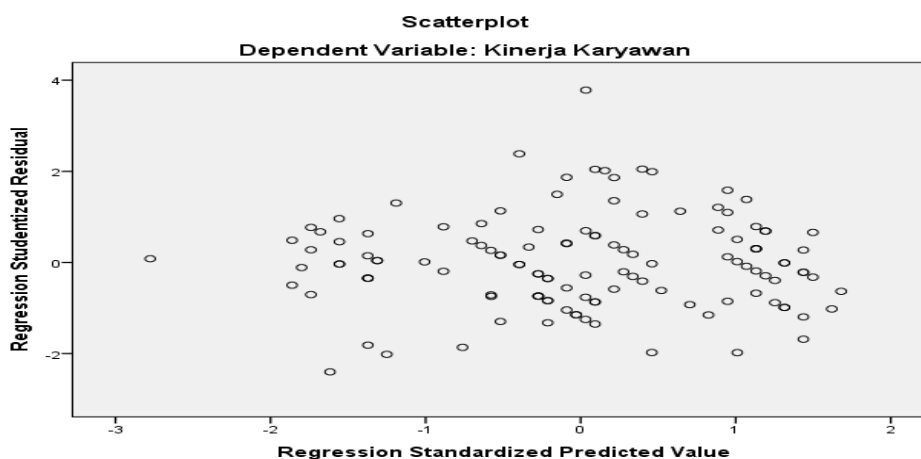
**Table 6. Multicollinearity Test Results**  
Coefficients<sup>a</sup>

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

Based on Table 6 above, it can be seen that the Variance Inflation Factor (VIF) value of each variable of disciplinary and compensation is  $3.988 < 10$ , thus it can be concluded that multicollinearity does not occur.

*Heteroscedasticity Test Results*



**Figure 1. Scatter Plot Graph**

Based on the results of the scatter plot graph above, it can be seen that the dots spread and do not form a clear pattern. So it can be concluded that in the regression model there is no heteroscedasticity problem.

*Test Results for the Coefficient of Determination (R2)*

The coefficient of determination (R<sup>2</sup>) shows how much the percentage of variation in the independent variables used in the model is able to explain the variation in the dependent variable. R<sup>2</sup> is equal to 0, so there is not the slightest percentage of influence contribution given by the independent variable to the dependent variable, otherwise R<sup>2</sup> 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	,880 <sup>a</sup>	,870	2,070

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

Based on Table 4.9 it can be concluded that  $R\text{ Square} = 0.870$  means that discipline and compensation have an effect of 87% on employee performance.

#### *Discipline affects employee performance*

The results of this study prove that there is an influence of discipline on employee performance. Through the calculation results obtained  $t_{\text{count}} (3.541) > t_{\text{table}} (1.97944)$  with a significance value = 0.000 less than 0.05 then  $H_0$  is rejected and  $H_a$  is accepted. This test statistically proves that work discipline has a significant effect on employee performance at the ferry port in Batam City.

#### *Compensation influences employee performance*

The results of this study prove that compensation has a significant effect on employee performance. Through the results of the calculations that have been carried out, it is obtained that  $t_{\text{count}} (2.661) > t_{\text{table}} (1.97944)$  with a significance value = 0.000 less than 0.05, then  $H_0$  is rejected and  $H_a$  is accepted. This test statistically proves that the measurement has a significant effect on employee performance at the ferry port in Batam City.

#### *Discipline and compensation affect employee performance*

The results of this study prove that there is an influence of damage and work discipline on the performance of employees at the ferry port in Batam City. Through the results of the calculations that have been carried out, it is obtained that the value of  $F_{\text{count}} (196.400) > F_{\text{table}} (3.07)$  and a significance value = 0.000  $< 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted. By rejecting  $H_0$  and accepting  $H_a$ , it shows that discipline and protection jointly affect the performance of employees at the ferry port in Batam City.

## CONCLUSION

Based on the results of the research and discussion above, there are several conclusions, namely: 1). Based on the results of this study, it means that work discipline affects the performance of employees at the ferry port in Batam City, so companies need to emphasize the importance of work discipline for all employees so that company performance will increase 2). Based on the results of this study, it means that compensation has a significant effect on employee performance. In this case the company must pay proper attention to employees such as paying salary compensation on time, providing transportation to employees and compensation and other facilities needed by employees so that employee performance will continue to increase; 3). Based on the results of this study, it states that discipline and compensation have a significant influence on employee performance so that companies continue to strive to improve employee work discipline and provide better compensation and rewards so that with these two things employee work discipline continues to increase because the appearance and welfare of employees are in accordance with what is expected expected by employees.

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