

AUDITING | RESEARCH ARTICLE

THE EFFECT OF WORK DISCIPLINE AND COMPENSATION ON EMPLOYEE PRODUCTIVITY (A STUDY AT PT. TANI TANGKAS MAKMUR, PALOPO CITY)

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ABSTRACT

Study quantitative This aim test discipline work and compensation to productivity Employees at PT. Tani Tangkas Makmur, Palopo City . Using sample technique saturated , data collected through questionnaire from 55 respondents and analyzed with SPSS version 25. The results show that in a way partial , good discipline Work and compensation influential positive and significant to productivity employees , and in a simultaneously , both also provide influence significant positive . Implications study This uphold importance improvement discipline Work through implementation proper policies and procedures as well as giving adequate compensation in accordance performance employee .

Keywords: Discipline Work , Compensation , and Productivity Employee

I. INTRODUCTION

In the face of increasingly fierce business competition, companies are required to optimally manage human resources (HR) to ensure business sustainability. HR is one of the most important assets a company has, because its role is crucial in creating competitive advantage in the market (Kasumawati, 2018). Individuals working in a company are not merely task implementers, but rather planners, thinkers, and prime movers who determine the direction and success in achieving goals. In the face of increasingly fierce business competition, companies are required to optimally manage human resources (HR) to ensure business sustainability. HR is one of the most important assets a company has, because its role is crucial in creating competitive advantage in the market (Kasumawati, 2018). Individuals working in a company are not merely task implementers, but rather planners, thinkers, and prime movers who determine the direction and success in achieving goals. The importance of human resource management is emphasized to increase work effectiveness and efficiency (Samsuni, 2017). Through proper management, companies can ensure that each individual is placed in a position that suits their expertise, receives adequate training, and is motivated to make the best contribution. Effective human resource management also includes developing a positive work culture, a fair compensation system, and a clear career path, all of which serve to maximize employee potential and achieve the company's strategic goals. Therefore, investing in human resource management is not merely an operational matter, but a fundamental strategy for long-term success.

A company's success depends heavily on the crucial role of its employees. Company goals will not be achieved if existing talent is not properly managed, as a skilled and efficient workforce directly impacts the company's success. Work isn't the only reward for employees; companies also strive to meet their needs to create happiness in the workplace. Fulfilling these needs serves as a powerful catalyst that drives increased employee performance, which is then considered highly productive. Ultimately, investing in employee happiness and well-being is not an operational expense, but rather a strategic investment that ensures the company's sustainability and long-term competitive advantage. This positive cycle creates a workforce that is not only productive but also dedicated, ultimately driving the company towards sustainable success.

Productivity is at the heart of an organization's sustainability and success, a fundamental factor that ensures the continued operation of a business enterprise (Harliawan et al., 2017). The level of productivity, both individual and collective, is a key determinant of organizational success because it reflects the efficiency and effectiveness in managing resources to achieve goals (Prabawa & Supartha, 2017). Employees are considered productive if they are able to demonstrate high performance and complete their tasks and responsibilities in a timely manner, making them valuable assets to the company (Ananta & Andyani, 2016). The significant contribution of productive employees in realizing organizational goals is the main reason why they are highly valued (Mulyadi, 2010), because high productivity creates competitive advantage, drives revenue growth, and improves the quality of products and services.

Improvement productivity employee influenced by discipline work . Ability in arrange yourself so that your behavior still in accordance with hope explained as meaning discipline (Mangkunegara & Octorend , 2015). Improvement performance that leads to improvement productivity found in study Hafid (2018) when discipline Work taught to employees . Reflection from not quite enough responsibility , attitude , behavior , and action in Work demonstrated by disciplined employees (



Maduka & Okafor, 2014). The decrease productivity seen in the employees who came late , breaking the law regulations , and shows work morale low . Impact significant to productivity and stability organization caused by a lack of discipline among employees (Sibarani , 2018).

Compensation is a crucial element that directly impacts employee productivity. Defined as a reward for contributions made to an organization (Aprilliansyah et al., 2018), compensation is more than just a salary; it is recognition of an individual's efforts and dedication. Effective rewards, both financial and non-financial, have been shown to significantly increase productivity (Yamoah, 2013). This is because fair and transparent compensation optimizes individual potential, ensuring that every ability and effort is recognized and valued by the company. Incentives, in particular, play a crucial role in motivating and encouraging employees to achieve higher targets and exceed expectations. For example, Kusuma et al. (2015) explain that compensation provided beyond basic wages, such as bonuses, commissions, or performance allowances, directly results in increased overall employee performance and productivity. Thus, a comprehensive and strategic compensation system serves not only as a means of payment but also as a powerful motivational instrument, forming a positive cycle in which recognition drives better performance, ultimately benefiting both employees and the company..

In its strategic effort to increase productivity, PT. Tani Tangkas Makmur in Palopo City has implemented a series of programs focused on human resource development. The company recognizes that investing in improving individual skills will have a direct impact on work quality and overall operational efficiency. Furthermore, PT. Tani Tangkas Makmur also actively uses incentives as an instrument to increase work motivation, realized through the provision of holiday leave and performance bonuses. These incentives serve as a tangible form of recognition for employee contributions, making them feel appreciated and motivated to work harder. Furthermore, the company also provides special awards to employees who demonstrate good attendance and optimal performance, an approach aimed at instilling a positive work culture where commitment and discipline are valued. This combination of skills development, financial incentives, and recognition for discipline has proven effective in ensuring the well-being and effectiveness of achieving company goals. In other words, PT. Tani Tangkas Makmur has created a work environment that encourages employees to continue to develop, make maximum contributions, and ultimately, drive sustainable company growth.

Based on a case study conducted at PT. Tani Tangkas Makmur, a company located in Palopo that focuses on seaweed production and export and employs 55 people, significant issues related to employee productivity were identified. The survey results showed that some employees still exhibit undisciplined behavior and have difficulty concentrating on their work. This condition is clearly indicated by inconsistent monthly work results and attendance levels that do not meet company regulations. These behaviors directly lead to less than optimal performance, thus having a significant negative impact on the overall productivity of PT. Tani Tangkas Makmur. If this situation is not immediately addressed, operational activities and the achievement of expected strategic targets will not be optimally realized, which ultimately could threaten the company's business sustainability amidst increasingly fierce market competition. Therefore, proactive steps are needed from management to address the root of this problem, to ensure that all employee potential can be optimized.

Previous research has shown that there is **inconsistency of empirical findings** related to influence *work discipline* on productivity. For example, Hasibuan et al. (2022) found a positive and significant effect, Saleh & Utomo (2018) found no significant effect, and Al -Amin (2015) reported a very small effect. Similarly, the results of research on *compensation* very diverse: Agustina et (2023) and Utami & Askiah (2021) reported a positive and significant effect, while Rianda & Winarno (2022)

concluded that rewards (compensation) had no significant effect on performance. Furthermore, no research has specifically explored these two variables (*work discipline*) . And *compensation*) in the context of PT. Tani Tangkas Makmur in Palopo City, so this study aims to fill this gap by testing the partial and simultaneous influence of both on employee productivity in the company.

Formulation Problem

Based on existing problems , formulation formulated problems in study This is :

1. Whether discipline Work influential to productivity employees at PT. Tani Tangkas Makmur, Palopo City ?
2. Whether compensation influential to productivity employees at PT. Tani Tangkas Makmur, Palopo City ?
3. Whether discipline work and compensation influential in a way simultaneous to productivity employees at PT. Tani Tangkas Makmur, Palopo City ?

Objective Study

Based on matter said , then as for objectives of the research This that is :

1. For test and analyze influence between discipline Work to productivity employees at PT. Tani Tangkas Makmur, Palopo City
2. For test and analyze influence between compensation to productivity employees at PT. Tani Tangkas Makmur, Palopo City
3. For test and analyze influence in a way simultaneous between discipline work and compensation to productivity employees at PT. Tani Tangkas Makmur, Palopo City

II. Literature Review and Hypothesis Development

Foundation Theory

Discipline Work

Discipline Work has functioned as means for manager For do interaction with employees , encouragement For change behavior has given , as well as improvement understanding and readiness individual in comply all over rules and norms socially defined has attempted (Sutrisno , 2016). Indicators on discipline Work has explained by Agustini (2011), namely :

- 1) Attendance rate
- 2) Procedures Work
- 3) Obedience to superiors
- 4) Awareness Work
- 5) Not quite enough answer

Compensation

All over results income , good in in the form of money, goods , or various allowance , has been entered to in coverage compensation received by employees as reply on services that have been given to company or institutions (Sinambela , 2016). Awards financial , services , and benefit No tangible has also been considered as part from compensation received in connection work . Indicator compensation has explained by Sinambela (2016), namely :

- 1) Wages and Salaries
- 2) Incentive
- 3) Allowance

4) Facility

Productivity Employee

Productivity employee has defined as comparison between results achieved (*output*) with all over source Power (*input*) that has been utilized by employees in term time certain For reach objective Organization (Sutrisno , 2016). Indicators of productivity employee has described by Sutrisno (2016), namely :

- 1) Ability
- 2) Increase results achieved
- 3) Spirit Work
- 4) Development self
- 5) Quality
- 6) Efficiency

Development Hypothesis

Influence Discipline Work To Productivity Employee

Work discipline is considered a crucial element that can influence employee productivity levels within an organization. As explained by Hasibuan (2017), discipline reflects an individual's level of responsibility for their assigned work. Employees with good work discipline tend to demonstrate high work commitment, punctuality, and a high degree of responsibility, which in turn directly impacts their performance. The relationship between discipline and increased productivity is reinforced by research by Labudo (2013), which states that employee compliance in carrying out their duties and responsibilities consistently correlates positively with increased overall productivity. This positive impact is also supported by the findings of research by Putra et al. (2023) at PT. Bank Sulselbar Parepare Branch, where it was found that work discipline has a positive and significant influence on employee productivity. Thus, it can be concluded that fostering a strong culture of discipline is not just a rule, but a fundamental strategy to drive efficiency, effectiveness, and ultimately, organizational success.

Influence Compensation To Productivity Employee

Compensation plays a crucial role in influencing employee productivity. Adequate compensation has been shown to increase employee motivation and enthusiasm for work, which ultimately has a significant impact on productivity (Mangkunegara & Octorend, 2015). More than just financial rewards, appropriate compensation can improve employee motivation, satisfaction, and overall productivity. Syafitri & Andri (2023) also emphasized that fair and transparent compensation can boost work morale and has been shown to directly contribute to increased work productivity. Thus, compensation serves as a strategic investment for companies, creating a positive work environment where employees are motivated to deliver their best performance, which in turn will drive organizational growth and sustainability. A positive correlation between compensation and employee productivity has been consistently demonstrated, indicating that increased compensation tends to be followed by increased productivity. This finding is supported by several studies, including those by Ardiansyah et al. (2020), which specifically demonstrated that compensation has a positive

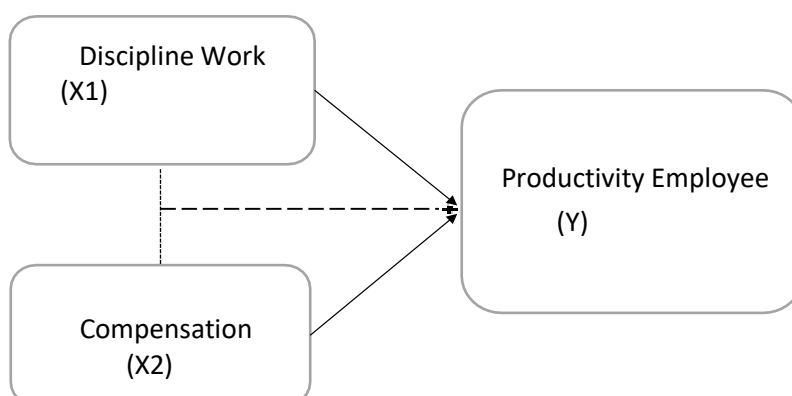


and significant impact on employee productivity. This relationship confirms that a fair, transparent, and competitive compensation system is not simply a means of payment, but rather a strategic investment capable of motivating employees, boosting morale, and ultimately driving optimal performance, which directly contributes to the company's success and sustainability.

Influence Discipline Work and Compensation To Productivity Employee

Compensation is a crucial element in a company's success, encompassing all forms of rewards, both financial and non-financial, given to employees as a token of appreciation for their contributions. Employee productivity is influenced by various factors, both internal and external. Among the most influential factors, morale, discipline, and compensation stand out as key drivers. A well-designed compensation program serves not only as a means of payment but also as a reflection of the organization's commitment to nurturing and valuing its human resources. When a company invests time and resources in ensuring a fair, transparent, and competitive compensation system, it fosters trust and loyalty among employees. As Hasibuan (2017) explains, employees will feel more motivated and effective in carrying out their duties if the compensation they receive is perceived as fair and motivating. Adequate compensation can reduce financial stress, increase job satisfaction, and encourage employees to focus fully on their work. This, in turn, will lead to improved individual performance and, in aggregate, increase the company's overall productivity. Thus, compensation is not just an expense, but a strategic investment that ensures the company's sustainability and competitive advantage in the long term. Efforts to increase employee productivity are also effectively achieved through the implementation of work discipline. Well-managed work discipline will result in high levels of employee satisfaction with the organization, which ultimately has a direct impact on increased productivity. This finding is supported by several studies, including research conducted by Ika & Sitompul (2022). This research specifically demonstrated a significant and simultaneous influence between work discipline and compensation on employee productivity at Bank Kalbar Pontianak. This demonstrates that the combination of strong discipline and a fair recovery system are two fundamental pillars that companies must consider to drive optimal performance and achieve business goals sustainably.

III. skeleton Conceptual



Hypothesis Study

Based on formulation problem , goal research and development hypothesis that has been explained above , then hypothesis in study This that is :

H1 : Discipline Work allegedly influential positive and significant to productivity employees at PT. Tani Tangkas Makmur, Palopo City .

H2 : Compensation allegedly influential positive and significant to productivity employees at PT. Tani Tangkas Makmur, Palopo City .

H3 : Discipline work and compensation allegedly own influence in a way simultaneous to productivity employees at PT. Tani Tangkas Makmur, Palopo City .

METHOD STUDY

Type Study

In this study, the quantitative associative method was chosen as the methodological basis. This approach was specifically chosen because of its superior ability to produce objective and measurable numerical data. This allows researchers to systematically test hypotheses regarding the influence of work discipline and compensation on employee productivity. By using a strictly structured instrument, such as a questionnaire, the data collection process is highly efficient, ensuring a high degree of uniformity and standardization. This not only facilitates data collection from a large sample but also enhances the replication of future research. Furthermore, the use of sophisticated statistical analysis techniques is at the heart of this method, as it allows researchers to analyze relationships between variables in depth and draw conclusions that can be generalized from the sample studied to a larger population. This approach is considered superior to qualitative methods, which are exploratory in nature and better suited for in-depth, contextual understanding, or mixed methods, which, while comprehensive, often require significantly greater resources and a level of complexity not always necessary for the purposes of this study. Thus, the entire objective of this methodology is directed towards analyzing the statistical data collected through questionnaires, empirically testing the hypotheses that have been formulated to provide a clear and measurable understanding of the dynamics that influence employee productivity (Sekaran & Bougie, 2017).

Object and Subject Study

Object from study This is PT. Tani Tangkas Makmur, Palopo City , and the subject in study is all over employees who work at PT. Tani Tangkas Makmur, Palopo City .

Types of Data and Data Collection Techniques

In this study, the type of data used is primary data, which is defined as information collected specifically for research purposes and obtained directly from the original location where the event occurred (Sekaran & Bougie, 2017). The use of primary data is very important because it ensures that the information obtained has high relevance and authenticity that cannot be found in secondary sources. By collecting data directly from the primary source, the researcher has full control over the collection process, which ensures the accuracy and up-to-dateness of the information that will ultimately form a strong basis for the research findings.

In this study, a questionnaire was chosen as the primary data collection technique due to its ability to efficiently provide uniform and structured data from a large sample. The instrument was designed with a series of written questions printed in physical form and distributed directly to respondents, ensuring that each participant received the same instrument. The responses obtained from this questionnaire were then measured and interpreted using a Likert scale, a vital tool in

quantitative research. The Likert scale allows researchers to gauge the intensity of respondents' agreement or disagreement with statements that reflect their attitudes and perceptions. The scale used in this study was a proportionally weighted five-point scale, where each number represents a certain level of intensity, ranging from (1) Strongly Disagree, (2) Disagree, (3) Neutral, (4) Agree, to (5) Strongly Agree. This numerical weighting is fundamental because it allows qualitative data (respondents' opinions) to be transformed into quantitative data that can be analyzed statistically. The combination of the questionnaire and the Likert scale ensures that the collected data is not only objective but also has a high degree of validity and reliability, which are key prerequisites for accurate hypothesis testing. Thus, this method provides a solid and empirical foundation, ensuring that conclusions drawn regarding the influence of work discipline and compensation on employee productivity are based on measurable and accountable evidence (Sekaran & Bougie, 2017).

Population and Sample

Within the framework of this research methodology, an understanding of population and sample is fundamental. A population is defined as the entire group of individuals, events, or elements that share specific characteristics and are the primary focus of the study (Sekaran & Bougie, 2017). In the context of this research, the population that is the object of study is specifically all employees of PT. Tani Tangkas Makmur, Palopo City. Although samples are usually a representative portion of the population, this study applies a different approach. With a total population of 55 employees, all members of the population are used as samples or respondents. This approach is technically known as a census study or a full population study, which was chosen because the population size is relatively small and fully accessible to the researcher. The decision to use the entire population as a sample has significant advantages. First, it eliminates the potential for sampling error and sample bias that often occur in sampling methods. Second, the research results obtained are not only applicable to the sample, but directly and accurately represent the entire population. This increases the external validity of the findings, making them highly reliable for drawing conclusions regarding the actual conditions of all employees of PT. Tani Tangkas Makmur. Thus, this approach ensures that the resulting analysis and conclusions are well-founded and cannot be generalized from smaller samples.

Sampling technique is a crucial process for selecting elements from a population so that the sample characteristics can be generalized to the population as a whole (Sekaran & Bougie, 2017). In this study, a census sampling technique was used, in which all members of the population were selected as research samples (Sugiyono, 2019). The selection of this method was based on the characteristics of the relatively small population, allowing the entire population to be sampled. Thus, this approach ensures that the collected data reflects the actual conditions of the population being studied as a whole, eliminates the potential for sampling errors and biases that often occur in other methods, and provides a very strong basis for research conclusions.

Data Analysis Techniques

Instrument Quality Test

In this research, the data analysis stage begins with a series of instrument quality tests. This step is crucial because the success of quantitative research depends heavily on the quality of the measuring instrument used. To ensure that the designed instrument or questionnaire is truly capable of measuring the actual conditions and is reliable, two main tests are conducted: validity and

reliability. Validity tests aim to ensure that the instrument actually measures what it is supposed to measure, namely how accurately the questions in the questionnaire reflect the variables being studied. Meanwhile, reliability tests aim to measure the consistency and stability of the instrument, ensuring that the instrument will produce consistent results when used repeatedly. By conducting these two tests, researchers can have complete confidence in the collected data, providing a strong foundation for statistical analysis and drawing accurate conclusions.

Assumption Test Classic

In data analysis, the next crucial step is to conduct classical assumption tests, which aim to ensure that the data used are free from bias and meet the basic requirements for regression modeling. The main purpose of this test is to prevent bias in the model and ensure the validity of the analysis results. In this study, classical assumption testing is conducted through three main tests. First, a normality test is conducted to ensure that the residual data—that is, the difference between observed and predicted values—is normally distributed. This assumption is crucial because it allows for the validity of statistical significance tests (such as the t-test and F-test). Second, a multicollinearity test aims to detect high correlations between independent variables. The presence of significant multicollinearity can determine the unique influence of each independent variable on the dependent variable. Finally, a heteroscedasticity test is conducted to check whether the residual variance is constant across the range of independent variable values. If the variance is not constant, this can lead to biased standard errors and inaccurate statistical conclusions. By passing these three tests, the resulting regression model is considered valid and can be used for further analysis with full confidence.

Analysis Multiple Linear Regression

Analysis This used For know whether the data has a positive influence from variables independent (X) of variables dependent (Y) with regression model as following :

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information :

Y : Variable Productivity Employee
a : Constant Value
b : Coefficient Regression
X₁ : Variable Discipline Work
X₂ : Variable Compensation
e : Standard Error

Testing Hypothesis

t-test (Partial)

Hypotheses 1 and 2 in this study were tested using a partial t-test, which aims to measure the effect of each independent variable on the dependent variable individually, assuming other variables remain constant. The results of this test are determined by comparing the calculated t-value with the table t-value at a 5% significance level and degrees of freedom (df) = n-k. If the calculated t-value > table t-value, the null hypothesis (H₀) is rejected, indicating that the independent variable has a

significant effect on the dependent variable. This procedure provides a strong basis for identifying the specific contribution of each variable to employee productivity and ensures valid conclusions in answering the research questions.

F Test (Simultaneous)

In this study, the simultaneous test (F-test) was used to test hypothesis 3, with the primary objective of measuring the influence of all independent variables simultaneously on the dependent variable. This test provides a comprehensive overview of the collective contribution of all predictor variables in explaining variation in the dependent variable, in contrast to the partial test, which measures the influence of each variable individually. According to Ghozali (2018), the results of this test are evaluated based on two main criteria: if the significance probability value is <0.05 or if the calculated F-test is $>F$ -table, then the null hypothesis (H_0) is rejected, indicating that all independent variables simultaneously have a significant influence on the dependent variable. Thus, this F-test serves as important confirmation that the constructed regression model is statistically valid and provides a strong basis for drawing conclusions about the combined influence of the studied variables.

IV. RESEARCH RESULT

Validity test

Table 1. Validity Test Results

Variables	Item	R Count	R Table	Information
Discipline Work	X1.1	0.709 **	0.297	Valid
	X1.2	0.761 **	0.297	Valid
	X1.3	0.717 **	0.297	Valid
	X1.4	0.720 **	0.297	Valid
	X1.5	0.495 **	0.297	Valid
Compensation	X2.1	0.809 **	0.297	Valid
	X2.2	0.739 **	0.297	Valid
	X2.3	0.584 **	0.297	Valid
	X2.4	0.798 **	0.297	Valid
	X2.5	0.764 **	0.297	Valid
Productivity Employee	Y1	0.691 **	0.297	Valid
	Y2	0.739 **	0.297	Valid
	Y3	0.719 **	0.297	Valid
	Y4	0.692 **	0.297	Valid
	Y5	0.700 **	0.297	Valid

Source : Processed Data 2025

Table 1 above show that all over statement variables submitted to respondents is valid because calculated R value more big from the R value of the given table (0.297). In overall can stated that all over statement in questionnaire worthy made into instrument research data measurement .

Test reliability



Table 2. Reliability Test Results

Variables	Cronbach's Alpha	Information
Discipline Work	0.715	Reliable
Compensation	0.795	Reliable
Employee Productivity	0,745	Reliable

Source : Processed Data 2025

In table 2 above show that reliability test results from all over variables stated reliable with mark *Cronbach's Alpha* 0.715, 0.795, and 0.745. These values stated reliable due to mark *Cronbach's Alpha* from third variable >0.6.

Test Normality

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		55
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	1.65617822
Most Extreme Differences	Absolute	.078
	Positive	.072
	Negative	-.078
Kolmogorov-Smirnov Z		.580
Asymp . Sig. (2-tailed)		.890
a. Test distribution is Normal.		
b. Calculated from data.		

Source : Processed Data 2025

In table 3 above results testing *Kolmogorov-Smirnov* show that mark *Asymp Sig. (2-tailed)* more big from 0.05 (>0.05). With value 0.890 > 0.05. This is can concluded that the data is distributed normally .

Test Multicollinearity

Table 4. Multicollinearity Test Results

Variables	Tolerance	VIF	Information
Discipline Work	0.800	1,250	Non- multicollinearity
Compensation	0.800	1,250	Non- multicollinearity

Source : Processed Data 2025

In table 4 above show that second VIF value variables free is in the range of 1-10 (Discipline) Work 1,250 and Compensation 1,250) as well with second tolerance value variables

freer too from or The same with (≥ 0.10) (Discipline Work 0.800 and Compensation 0.800). Then can it is concluded that the regression model in the study This No happen symptom multicollinearity .

Heteroscedasticity Test

Table 5. Heteroscedasticity Test Results

Variables	sig	limit	Information
Discipline Work	0.862	>0.05	Non- heteroscedasticity
Compensation	0.724	>0.05	Non- heteroscedasticity

Source : Processed Data 2025

In table 5 above show that heteroscedasticity test results in testing *Spearman rank* variable free own mark *Sig. (2-tailed)* more big from 0.05 (>0.05). With mark variable *sig* discipline work $0.862 > 0.05$ and variable compensation $0.724 > 0.05$. Then can concluded that proposed variables in study This No happen heteroscedasticity .

Test Analysis Regression Linear Multiple

Table 6. Multiple Linear Regression Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4,173	2,494		1,673	.100
Discipline Work	.548	.114	.541	4,810	.000
Compensation	.219	.100	.246	2,186	.033
a. Dependent Variable: Productivity Employee					

Based on table on calculation multiple linear regression with using the SPSS program version 21.0 for Windows results as following :

$$Y = 4.173 + 0.548 X_1 + 0.219 X_2 + e$$

1. Constant = 4.173

It means If No There is variables discipline work and compensation that affect productivity employees , then productivity employee as big as 4,173 units .

2. $b_1 = 0.548$

It means If variables discipline Work increase as big as One unit so productivity employee will increase of 0.548 with assuming other independent variables remain constant .

3. $b_2 = 0.219$

It means If variables compensation increase as big as One unit so productivity employee will increase



of 0.219 with assuming other independent variables remain constant .

Table 7. Results of T-Test (Partial)

Coefficients ^a					
Model	Unstandardized		Standardized	t	Sig.
	Coefficients		Coefficients		
	B	Std.	Beta		
		Error			
(Constant)	4,173	2,494		1,673	.100
Discipline Work	.548	.114	.541	4,810	.000
Compensation	.219	.100	.246	2,186	.033
a. Dependent Variable: Productivity Employee					

Based on table 7 above The results of the T test on hypothesis 1 show t - value variables discipline Work is $4.810 > t$ table 2.004. This is show that influence discipline Work to productivity employee is positive . Then known mark significance from discipline Work of $0.000 \leq 0.05$ which means there is significant influence . Then can concluded discipline Work influential positive and significant to productivity employee .

Testing hypothesis 2 t table value variables compensation is $2.186 > t$ table 2.004. This is show that influence compensation to productivity employee is positive . known mark significance from compensation of $0.033 \leq 0.05$ which means there is significant influence . Then can concluded compensation influential positive and significant to productivity employee .

F Test (Simultaneous)

Table 8. F Test Results (Simultaneous)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	132,864	2	66,432	23,322	.000 ^b
Residual	148,118	52	2,848		
Total	280,982	54			

a. Dependent Variable: Productivity Employee
b. Predictors: (Constant), Compensation , Discipline Work

Source : Processed Data 2025

Based on Table 8 above , the results of the F test show calculated F value is 23.322 and the probability is 0.000. The calculated F value is $23.322 > F$ Table 3.175 and the value its significance is $0.000 < 0.05$. It is concluded that variables discipline work and rewards in a simultaneous influential to productivity employee .

Coefficient Test Determination (*Adjusted* ^{R²})

Table 9. Coefficient Test Results Determination (*Adjusted* ^{R²})

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.688 ^a	.473	.453	1,688
a. Predictors: (Constant), Compensation , Discipline Work				

Source : Processed Data 2025

Based on Table 9 above , testing coefficient determination (adjusted R²) shows R squared value of 0.473. This means variables discipline work and rewards in a together influence variables productivity employee by 47.3% and the remainder 52.7 % is influenced by other variables that are not considered in the research model This .

VI. DISCUSSION

Influence Discipline Work To Productivity Employee

Test results Hypothesis 1 in the t-test shows that t - value discipline Work to productivity employee is 4.810 > t table 2.004. This means the impact create mark positive . The significance value is 0.000 (Sig. 0.000 < 0.05) which means there is significant influence . This is can proven that discipline Work influential positive and significant to productivity Employees working at PT. Tani Tangkas Makmur , Palopo City . Test results This describe that if employee moment Work own level high discipline so they tend more responsible responsible and have commitment to his work , so that Finally will impact positive on improvement productivity employee the .

The research results show that the work discipline practices implemented at PT. Tani Tangkas Makmur, Palopo City, are running very well and have been proven to have a significant positive impact on employee productivity. A high level of discipline allows employees to comply with all their duties and obligations consistently and efficiently. This is in line with empirical findings from various studies that show that work discipline directly increases efficiency in completing tasks, reduces absenteeism, and strengthens employee commitment to the organization, which ultimately creates a positive work culture and drives the company's overall success.

Influence Compensation To Productivity Employee

The results of testing hypothesis 2 in the T test show that t - value compensation to productivity employee namely 2.186 > t table 2.004, which means influence the produce mark positive . Then mark significance of 0.033 (sig. 0.033 < 0.05) which means there is significant influence . This is can proven that compensation influential positive and significant to productivity Employees working at PT. Tani Tangkas Makmur , Palopo City . Test results This describe that if employee get good compensation from company so they will motivated so that passion and productivity from employee the will increase .

Compensation considered very important for employee Because matter the is rights inherent in them after carry out tasks work , giving fair and competitive compensation No only value employee materially , but also giving signal award on performance they . Productivity Employees are greatly



influenced by compensation , which serves as bait come back from company to employee .

Influence Discipline Work and Compensation To Productivity Employee

Test results hypothesis 3 with F test shows that discipline work and rewards in a simultaneous influential positive and significant to productivity employees . This is Because calculated F value is $23.322 > 3.175$ and the value its significance is $0.000 < 0.05$. This value show that combination variables discipline work and rewards can give donation positive and significant to productivity Work employees at PT. Tani Tankas Makmur from city Palopo . Test results This show that is very important For consider second variables in a way simultaneously For increase productivity employee .

XII. CONCLUSION AND IMPLICATIONS

Conclusion

Based on results research that has been done , then can ditarik conclusion as following :

1. Discipline Work influential positive and significant to productivity employee
2. Compensation influential positive and significant to productivity employee
3. Discipline work and compensation in a way simultaneous influential positive and significant to productivity employee

Implications Study

Based on research findings confirming that work discipline and compensation have a positive and significant influence on employee productivity, PT. Tani Tangkas Makmur, Palopo City can implement a comprehensive strategy to improve performance. These strategic steps include establishing clear and measurable standards of behavior, such as time discipline and responsibility, as well as providing fair and appropriate compensation according to work results, including the implementation of a performance-based incentive system. By combining a strengthening of a culture of discipline and a motivating compensation scheme, as well as creating a supportive and positive work environment, PT. Tani Tangkas Makmur can not only significantly increase employee productivity but also strengthen loyalty and commitment, which will ultimately drive sustainable business growth..

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