

# Direct Financial Compensation, The Result of A Study To Increase Motivation And Work Discipline Pt. Satyatama Graha Tara (Doli Siregar And Rekan Valuers & Property Consultants) Jakarta

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**Abstract:** *The purpose of this research is to know the impact of direct financial compensation on the motivation and discipline of employees of a company. The study used a population analysis technique of 50 employees given questioner and interviews. The data analysis techniques used are classical assumption test, normality test, multicollinearity test, heteroskedasticity Test and F. Test.*

*The results of the data test explained that there was a positive and significant impact on the X1 variable (Direct financial compensation), against variable Y (working discipline). Variable positive and significant impact X2 (work motivation), against variable Y (work discipline). Positive and significant impact on direct financial compensation variables (X1) and work motivation (X2) on working disciplines (Y) in  $\alpha$  0.05.*

**Keywords:** *Direct Financial Compensation, Increase Motivation, Work Discipline*

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## I. INTRODUCTION

Employee achievement is not a coincidence, but many factors affect the compensation and motivation. Achievement of work will be achieved if preceded by deed of carrying out the duties charged. Employees will be more motivated to take responsibility for their work when the company understands and is properly aware of the needs of employees who are essentially working to earn rewards, in this case form of salary.

Compensation is an award that is given by employees directly or indirectly, financially or nonfinancially fairly, so that the provision of a compensation is necessary by a company to improve a performance Employees. The form of financial compensation is salary, allowances, bonuses, and commissions. And non-financial compensation including training, facilities, good working environment.

Unlike compensation, work motivation is a trigger for employees to be active and earnest in carrying out their duties. Motivation to be the right foundation can give a sense of discipline to the job. The motivation given by the company is one way to influence the subordination in improving the quality of work. One way to be able to improve a good quality of work is

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the effort to increase work discipline in employees. Discipline reflects the magnitude of a person's responsibility for the tasks given by the company and the demands of the task contained in the work (Simamora 2004, H. 610).

Doli Siregar and Rekan Valuers & Property Consultants is an office of public Assessment Services (KJPP) of the National Private Fellowship engaged in the services appraisal and consultancy. Doli Siregar and former colleague limited company under the name of PT. Satyatama Graha Tara, founded by Doli D Siregar in 1985 and is one of the largest property consulting company in Indonesia.

**Recapitulation of attendance of the Doli Siregar employees and fellow Valuers & Property Consultants Period of January-August 2019**

Month	Number of employees	Tardiness	Employees who are absent		
			allow	ick	urlough
January	50	6	3	4	4
February	50	7	2	3	3
March	50	7	3	4	3
April	50	7	2	4	3
May	50	6	3	3	4
June	50	7	3	3	6
July	50	8	2	2	5
August	50	7	3	4	4

Based on the table above, it can be seen that from 50 employees per month are experiencing a declining discipline that does not go well with the work disciplines that employees should do. Seen from the 8 months backwards experienced instability of attendance with a description of pain, leave, permits and also a delay in entering the work hours that have been set by the company so that in doing the work becomes ineffective.

## II. LITERATURE REVIEW

Compensation is acceptable to the employees, either in the form of money or not the money in return for the services given to the efforts of the employees (employee contributions) that they give to the organization. (Jimmy L. Gaol, 2014, p. 310).

Each company has different indicators in the compensation process for employees. Hasibuan (2013:86) suggests, in general there are several compensation indicators, namely:

### 1. Direct compensation

- A. Salary
- B. Bonus
- C. Incentives

## **2. Indirect compensation**

- A. Insurance
- B. Feast day allowance (THR)
- C. Consumption allowance
- D. Facilities of

Working motivation in relation to the work environment, work motivation can be defined as an influential condition generating, directing and maintaining behavior related to the work environment. Motivation can be explained as a formation of behavior characterized by forms of activity or activities through psychological processes. (Amirullah, 2015, p. 193)

According to Wibowo (2011:162), the dimensions and motivational indicators are as follows:

### **1. The need to Excel**

- A. Target work
- B. Quality of work

### **2. The need to expand the association**

- A. Communication
- B. Friendship

### **3. The need to master something work**

- A. Leader
- B. adaccuracy

Discipline is one of the fundamental factors that must always be present in every effort to achieve success. There is no success that can be achieved without a disciplined attitude. Only with high discipline, every job can be solved properly, the spirit of work is always awake, and obstacles are not a barrier. (Keen Achroni, 2015, p. 45).

Hasibuan (2012:195) explains that basically many indicators that affect employee discipline level, among others:

1. Objectives and abilities
2. Exemplary leaders
3. Reply to Services
4. Justice
5. Waskat (sticky supervision)

## **III. RESEARCH METHODS**

The research method used is quantitative descriptive analysis. According to Sugiyono (2014:224), it states that quantitative data is numeric data or numbers that can be analyzed by using statistics.

The population in this study is all employees of PT. Satyatama Graha Tara (Doli Siregar and Rekan Valuers & Property Consultants) in Jakarta amounting to 50 employees. If the population is less than 100, it is called a saturated sample (census).

### **Data collection Methods**

In this study, to obtain the necessary data researchers use the following techniques:

#### **A. Observation**

Observation is done by collecting data through observation about employees at PT. Satyatama Graha Tara (Doli Siregar and Rekan Valuers & Property Consultants) Jakarta.

#### **B. Questionnaire**

Data collection is done through the dissemination questionnaire. Questions in the questionnaire on direct financial compensation, work motivation and work discipline within the company.

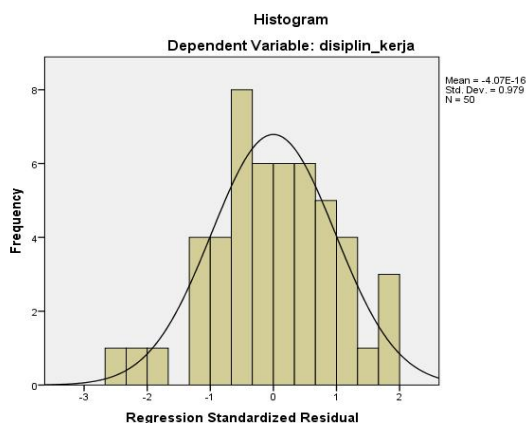
### C. Interviews

The interview was conducted directly to the employees of PT. Satyatama Graha Tara (Doli Siregar and Rekan Valuers & Property Consultants) Jakarta.

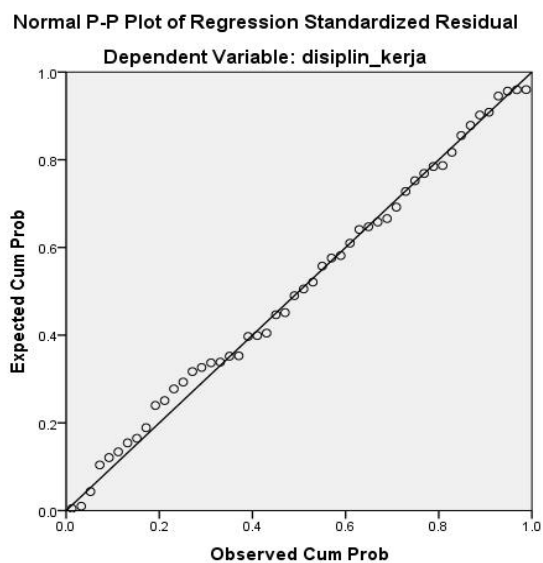
## Results of research and discussion

### Classic Assumption Test

#### A. Test Normality



The picture above depicts a bell picture can be said that the data used has been distribution is normal.



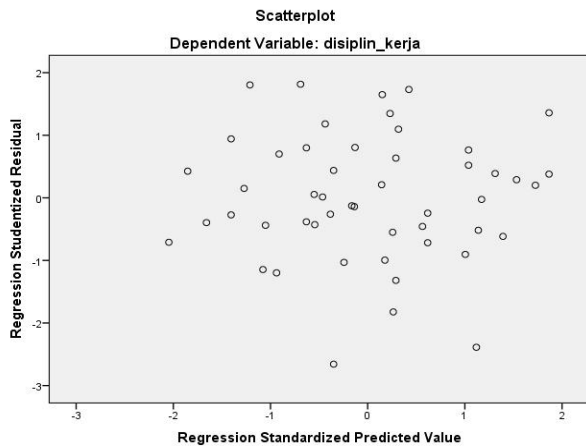
The image above identifies that the regression model already meets the regression that was discussed earlier, so that the data in this regression model tends to be normal.

#### B. Multicollinearity Test

tolerance	VIF
.994	1.006
.994	1.006

Judging from the table above the value of VIF  $1,006 < 10$  and Tolerance  $0,994 > 0,5$  it is known not multicholinerity.

**C. Heterokedastisity Test**



The picture above shows the dots spread randomly and does not form a clear/terstur pattern, and spread both above and below 0 on the Y axis. Then with so "no heterokedastisities" in this regression model.

**D. Test F**

A<sup>a</sup>

	Squares		quare		
sion	4				
il	5				
	20				

Dependent Variable: work discipline

b. Predictors: (Constant), Motivation, direct financial compensation

The value F in the table above is  $4,981 > F_{table} 4.04$ . With this value it indicates that  $H_0$  was rejected and  $H_a$  accepted, it can be said that Direct financial compensation (X1) and motivation for work (X2) significantly impacted the work discipline (Y) at  $\alpha 0.05$ .

#### IV. CONCLUSIONS AND IMPLICATIONS

From the results of analysis above, can be withdrawn a conclusion, namely as follows:

1. There is a positive and significant impact of the X1 variable (Direct financial compensation), against variable Y (working discipline).
2. There is a positive and significant impact variable X2 (work motivation) on variable Y (working discipline).
3. There is a positive and significant impact of direct financial compensation (X1) variables and work motivation (X2) on working discipline (Y) with  $\alpha$  0.05.

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