



THE INFLUENCE OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. SICEPAT EKSPRES INDONESIA BINTARO BRANCH TANGERANG SELATAN

¹**Teul Panda Banjal**, ²**Ruli Haris**

Universitas Teknologi Nusantara, Bogor, Jawa Barat, Indonesia

teultoni@gmail.com

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ABSTRACT

This research aims to determine the effect of compensation and work discipline on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang. The method used is explanatory research with analytical techniques using statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this research are that compensation has a significant effect on employee performance by 57.2%. Hypothesis testing shows that $t \text{ count} > t \text{ table}$ or $(8.962 > 2.000)$. Work discipline has a significant effect on employee performance by 43.2%, hypothesis testing obtained $t \text{ count} > t \text{ table}$ or $(6,752 > 2,000)$. Compensation and work discipline simultaneously have a significant effect on employee performance with the regression equation $Y = 9.015 + 0.471X_1 + 0.322X_2$ and an influence contribution of 0.685, the hypothesis test obtained calculated $F > F \text{ table}$ or $(64.022 > 2.760)$.

Keywords: Compensation, Work Discipline, Employee Performance.

INTRODUCTION

Expedition services are the business of sending goods or transporting goods. Cheap expedition services for sending goods are often found in Indonesia because of the proliferation of online transactions. With the existence of goods expedition services, sending goods from one city to another will become easier. Indonesian expedition services usually provide prices according to the destination and distance traveled. The heavier the goods and the farther the destination location, the more expensive the shipping price will be. Types of expedition goods delivery services include special expeditions and regular expeditions, special expeditions and special expeditions.

PT Sicepat is an expedition service company that operates in the field of shipping goods, whether shipping by land, water or air, which has the determination to always provide services effectively and efficiently to meet customer satisfaction who will send goods throughout Indonesia with efforts to always be on time according to promised.

Providing compensation is very important in companies as one of the ways the company ensures that employees have responsibility for their work. Providing compensation that is applied correctly to employees and is felt to be fair will reduce employees' feelings of worry about economic problems and employee needs, with compensation received from the company where they work. This situation will stimulate employees to provide rewards in the form of compliance with work regulations and responsibility for the smooth running of the company.

Providing compensation will have a positive impact on improving the performance of an organization. Compensation can be a reward for efforts or hard work done outside of the regular income one receives. Companies should provide decent salaries and meet applicable statutory standards. Providing incentives or rewards can also be used as a way to make employees behave disciplined in their work so that performance can increase. Providing

bonuses that are right on target and wages that are calculated based on the length of working hours as well as adequate allowances to support the work. Employee needs will be met through their work.

Based on the conditions that occur in the company, there are several problems that are still not in accordance with the rules made by the company or are not in accordance with the compensation provided in other similar companies. Providing salaries for which there is no evaluation of increases every year, providing overtime pay that does not correspond to the overtime hours, providing incentive money that is given little attention, such as salaries that provide non-financial compensation in the form of praise and a conducive work environment. Meanwhile, in financial form in the form of salaries/wages, providing incentives, providing allowances, and providing bonuses.

Apart from compensation factors, a decrease in performance can also be influenced by employee work discipline. Employees who are not disciplined will clearly hinder the achievement of company goals. Undisciplined actions will result in poor company growth. An employee should be able to comply with the regulations set by the company. Company regulations are made with the aim that employees can comply with them, including keeping to work hours, obeying all existing rules within the company, obedience regarding behavior in carrying out their duties and obligations, obedience in upholding legal norms and other rules.

Enforcing discipline is important for the company, because discipline contains rules that employees must obey. With discipline, it is hoped that you can make your work as efficient as possible. Work discipline can be seen as something that has great benefits, both for the interests of the organization and for employees. For organizations, the existence of work discipline will ensure the maintenance of order and smooth implementation of tasks, so that optimal results are obtained.

Meanwhile, employees will get a pleasant working atmosphere which will increase their enthusiasm for carrying out their work. Employees must also have a high sense of responsibility to show our discipline at work, such as carrying out assigned tasks and completing them on time. Disciplined workers not only always accept the tasks given, completing tasks perfectly is also a form of responsibility towards work.

Every organization often uses many ways to improve the performance of its employees, which aims to improve the company's performance, because organizations can develop not only because of strong capital and business strategies, but also because of great human resources.

In relation to performance achievements, and carrying out monitoring and evaluation, as well as supervision of performance development/progress, the company sets Employee Performance Targets (SKK). As for dAlam carries out performance assessments using a scale based on percentage achievement (%) starting from <60% achievement up to 100% from very poor to very good achievement criteria. The results of the assessment regarding performance targets and employee performance realization at PT Sicepat Ekspres Indonesia Bintaro South Tangerang Branch in aggregate from 2019 to 2023 are as follows:

Table 1. Employee Performance Data of PT Sicepat Ekspres Indonesia Bintaro South Tangerang Branch 2019-2023

Year	Target (%)	Performance Achievements (In Percent Per Quarter)			Average Achievement (%)	Information
		TW 1	TW 2	TW 3		
2018	100%	71.3%	71.2%	69.3%	70.6%	Enough
2019	100%	73.1%	73.1%	68.1%	71.4%	Enough
2020	100%	71.5%	70.5%	66.5%	69.5%	Not good
2021	100%	70.5%	70.2%	63.4%	68.0%	Not good
2022	100%	70.4%	70.1%	62.6%	67.7%	Not good

Note: TW = Quarterly

Source: PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang, 2024.

Based on the data in the table above, performance achievements from 2019 to 2023 from quarter 1, quarter 2 and quarter 3 show fluctuating development with a downward trend. This condition shows that employee performance still needs to be improved in accordance with organizational goals. Work evaluation is an effort to determine the condition of employee work achievements so that it can be seen whether there is progress and obstacles so that it can be assessed and studied for future improvements. On the other hand, employee performance evaluation is also a systematic analysis activity, providing solutions to problems found for the purpose of performance improvement.

It has become a company requirement as towards the end of the year, SiCepat Ekspres must always summarize performance achievements, not only achievements from delivery performance, but also various innovations, collaborations and business expansions carried out by SiCepat Ekspres. In terms of the delivery business, over several periods it has clearly shown less than optimal performance, so evaluation and improvements are needed in order to record growth year on year to achieve an increasing percentage.

1. Formulation of the problem

- a. Is there an influence of compensation on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang?
- b. Is there an influence of work discipline on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang?
- c. Is there a simultaneous influence of compensation and work discipline on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang?

2. Research purposes

- a. To determine the effect of compensation on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang.
- b. To determine the effect of work discipline on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang.
- c. To determine the simultaneous influence of compensation and work discipline on employee performance at PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang.

LITERATURE REVIEW

1. Compensation

The size or size of compensation can affect the level of employee performance. The greater the compensation received, the more active the employee will be at work. Work Discipline is a guideline to provide encouragement to employees, therefore Work Discipline is often interpreted as driving someone's behavior.

According to Simamora (2019) explains that "compensation is all company gifts to employees as rewards or remuneration for services provided by employees to the company". The indicators used include: Provision of salaries, Provision of overtime pay, Provision of incentives, Provision of allowances, Provision of facilities.

2. Work Discipline

Work discipline is an important thing to maintain because by enforcing work discipline, employees can carry out their work in accordance with the procedures and rules that have been set so that they can achieve optimal results. Good discipline from employees will show that a company can maintain and maintain the loyalty and quality of its employees.

According to Sutrisno (2019) states that "discipline is a person's willingness and willingness to comply with and adhere to the regulatory norms that apply around him." The indicators used include: Compliance with working time rules, Compliance with company regulations, Compliance with rules of behavior at work, Compliance with legal norms and

rules, Compliance with other regulations.

3. Employee performance

Every company or organization certainly has a goal of maximizing maximum performance. Therefore, in a certain period, it is necessary to carry out a performance assessment so that you can find out what needs to be improved and what needs to be maintained.

According to Mangkunegara (2019) performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. As for indicators used include: Quality of work, quantity of work, work knowledge, implementation of tasks, job responsibilities.

METHODS

1. Population

The population used in this research was 62 respondents from PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang

2. Sample

In this research, the sample used was 62 respondents from PT Sicepat Ekspres Indonesia Bintaro Branch, South Tangerang.

3. Types of research

The type of research used is associative, where the aim is to determine the influence of the independent variable on the dependent variable, either partially or simultaneously

4. Data analysis method

In analyzing the data, instrument tests, classical assumption tests, regression, coefficient of determination and hypothesis testing were used.

RESEARCH RESULT

1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, mean score and standard deviation of each variable. The results are as follows:

Table 2. Results of Descriptive Statistics Analysis

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Compensation (X1)	62	30	48	37.32	4,230
Work Discipline (X2)	62	27	48	37.16	4.122
Employee Performance (Y)	62	30	47	38.56	3,476
Valid N (listwise)	62				

Compensation obtained a minimum variance of 30 and a maximum variance of 48 with a mean score of 3.712 with a standard deviation of 4.230.

Work discipline obtained a minimum variance of 27 and a maximum variance of 48 with a mean score of 3.716 with a standard deviation of 4.122.

Employee performance obtained a minimum variance of 30 and a maximum variance of 47 with a mean score of 3.856 with a standard deviation of 3.476.

2. Quantitative Analysis.

This analysis is intended to determine the influence of the independent variable on the dependent variable. The test results are as follows:

a. Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable experiences changes. The test results are as follows:

Table 3. Results of Multiple Linear Regression Testing

		Coefficients ^a		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
Model		B	Std. Error	Beta	
1	(Constant)	9,015	2,648		3,405 ,001
	Compensation (X1)	,471	,069	,573	6,877 ,000
	Work Discipline (X2)	,322	,070	,382	4,580 ,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation $Y = 9.015 + 0.471X1 + 0.322X2$ is obtained. This equation is explained as follows:

- 1) A constant of 9.015 means that if compensation and work discipline are non-existent or zero, then the employee's performance value is 9.015 points.
- 2) The compensation regression coefficient is 0.471, this figure is positive, meaning that every time there is an increase in compensation of 0.471, employee performance will also increase by 0.471 points.
- 3) The work discipline regression coefficient is 0.322, this figure is positive, meaning that every time there is an increase in work discipline by 0.322, employee performance will also increase by 0.322 points.

b. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent variable and the dependent variable, either partially or simultaneously. The test results are as follows:

Table 4. Results of Compensation Correlation Coefficient Testing on Employee Performance.

		Compensation (X1)	Employee Performance (Y)
Compensation (X1)	Pearson Correlation	1	,757**
	Sig. (2-tailed)		,000
Employee Performance (Y)	Pearson Correlation	,757**	1
	Sig. (2-tailed)	,000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=62

Based on the test results, a correlation value of 0.754 was obtained, meaning that compensation has a strong relationship with employee performance.

Table 5. Results of Testing the Correlation Coefficient of Work Discipline on Employee Performance.

		Work Discipline (X2)	Employee Performance (Y)
Work Discipline (X2)	Pearson Correlation	1	,657**
	Sig. (2-tailed)		,000
Employee Performance (Y)	Pearson Correlation	,657**	1
	Sig. (2-tailed)	,000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=62

Based on the test results, a correlation value of 0.657 was obtained, meaning that

work discipline has a strong relationship with employee performance.

Table 6. Results of Simultaneous Correlation Coefficient Testing of Compensation and Work Discipline on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.827a	.685	.674	1,985

a. Predictors: (Constant), Work Discipline (X2), Compensation (X1)

Based on the test results, a correlation value of 0.827 was obtained, meaning that compensation and work discipline simultaneously have a very strong relationship with employee performance.

c. Analysis of the Coefficient of Determination

The analysis of the coefficient of determination is intended to determine the percentage influence of the independent variable on the dependent variable, either partially or simultaneously. The test results are as follows:

Table 7. Results of Testing the Coefficient of Determination of Compensation on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.757a	.572	.565	2,292

a. Predictors: (Constant), Compensation (X1)

Based on the test results, a determination value of 0.572 was obtained, meaning that compensation had an influence contribution of 57.2% on employee performance.

Table 8. Results of Testing the Coefficient of Determination of Work Discipline on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.657a	.432	.422	2,642

a. Predictors: (Constant), Work Discipline (X2)

Based on the test results, a determination value of 0.432 was obtained, meaning that work discipline had an influence contribution of 43.2% on employee performance.

Table 9. Results of Simultaneous Testing of the Coefficient of Determination of Compensation and Work Discipline on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.827a	.685	.674	1,985

a. Predictors: (Constant), Work Discipline (X2), Compensation (X1)

Based on the test results, a determination value of 0.685 was obtained, meaning that compensation and work discipline simultaneously had an influence contribution of 0.685 on employee performance, while the remaining 31.5% was influenced by other factors.

d. Hypothesis testing

Partial hypothesis test (t test)

Hypothesis testing with the t test is used to find out which partial hypothesis is accepted.

First hypothesis: There is a significant influence of compensation on employee performance.

Second hypothesis: There is a significant influence of work discipline on employee performance.

Table 10. Compensation Hypothesis Test Results on Employee Performance.

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	15,358	2,606		5,894	,000
	Compensation (X1)	,622	,069	,757	8,962	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the calculated t value > t table or (8.962 > 2.000) is obtained, thus the first hypothesis proposed that there is a significant influence of compensation on employee performance is accepted.

Table 11. Hypothesis Test Results for Work Discipline on Employee Performance.

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	17,970	3,069		5,856	,000
	Work Discipline (X2)	,554	,082	,657	6,752	,000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the calculated t value > t table or (6.752 > 2.000) is obtained, thus the second hypothesis proposed that there is a significant influence of work discipline on employee performance is accepted.

Simultaneous Hypothesis Test (F Test)

Hypothesis testing with the F test is used to find out which simultaneous hypotheses are accepted.

The third hypothesis is that there is a significant influence between compensation and work discipline on employee performance.

Table 12. Hypothesis Test Results for Compensation and Work Discipline on Employee Performance.

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	504,692	2	252,346	64,022	,000 ^b
	Residual	232,550	59	3,942		
	Total	737,242	61			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Discipline (X2), Compensation (X1)

Based on the test results in the table above, the calculated F value > F table or (64.022 > 2.760) is obtained, thus the third hypothesis proposed that there is a significant influence of compensation and work discipline on employee performance is accepted.

DISCUSSION

1. The Effect of Compensation on Employee Performance

Compensation has a significant effect on employee performance with a correlation of 0.754 or has a strong relationship with an influence contribution of 57.2%. Hypothesis

testing obtained a calculated t value $>$ t table or $(8.962 > 2,000)$. Thus, the first hypothesis proposed that there is a significant influence between compensation and employee performance is accepted.

The results of the research conducted by the author are in line with the results of research conducted by Asep Sulaeman, N. Lilis Suryani, Lili Sularmi, Muhammad Guruh (2021) where their research resulted in the conclusion that compensation has a significant effect on employee performance as proven by a significance value of $0.000 < 0.05$.

2. The Influence of Work Discipline on Employee Performance

Work discipline has a significant effect on employee performance with a correlation of 0.657 or has a strong relationship with an influence contribution of 43.2%. Hypothesis testing obtained a calculated t value $>$ t table or $(6.752 > 2.000)$. Thus, the second hypothesis proposed that there is a significant influence between work discipline and employee performance is accepted.

The results of the research conducted by the author are in line with the results of research conducted by Akbar Muslimat, Hariyaty Ab. Wahid (2021) in his research concluded that work discipline has a significant effect on employee performance as proven by a significance value of $0.000 < 0.05$.

3. The Influence of Compensation and Work Discipline on Employee Performance

Compensation and work discipline have a significant effect on employee performance with the regression equation $Y = 9.015 + 0.471X_1 + 0.322X_2$, a correlation value of 0.827 or has a strong relationship with an influence contribution of 0.685 while the remaining 31.5% is influenced by other factors. Hypothesis testing obtained a calculated F value $>$ F table or $(64.022 > 2.760)$. Thus, the third hypothesis proposed that there is a significant influence between compensation and work discipline on employee performance is accepted.

The results of the research conducted by the author are in line with the results of research conducted by Victor Tamba, Bachtiar Arifudin Husain (2021) whose research resulted in the conclusion that compensation and work discipline simultaneously have a significant effect on employee performance as proven by a significance value of $0.000 < 0.05$.

CONCLUSIONS

1. Conclusion

- a. Compensation has a significant effect on employee performance with an influence contribution of 57.2%. Hypothesis testing obtained a calculated t value $>$ t table or $(8.962 > 2.000)$.
- b. Work discipline has a significant effect on employee performance with an influence contribution of 43.2%. Hypothesis testing obtained a calculated t value $>$ t table or $(6.752 > 2.000)$.
- c. Compensation and work discipline have a significant effect on employee performance with an influence contribution of 0.685 while the remaining 31.5% is influenced by other factors. Hypothesis testing obtained a calculated F value $>$ F table or $(64.022 > 2.760)$.

2. Suggestion

Based on the conclusions that have been presented, the author provides the following suggestions:

- a. Regarding compensation, it is best to provide salaries to employees, apart from being based on educational level, skills and abilities, the company also considers the severity of the employee's work responsibilities and is in accordance with the Regional Minimum Wage (UMR) set by the regional government so that employees have employee work enthusiasm.

- b. Regarding work discipline, it is best for companies to provide strict sanctions according to violations committed by employees so that employees have a deterrent effect so that they do not repeat similar violations in the future.
- c. Regarding employee performance, companies should routinely carry out training activities to equip employees to be able to complete work in accordance with what the company wants to achieve.

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