Determinants of Employee Performance: The Role of Discipline, Compensation, and Work Environment

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Abstract:

This study examines the key factors influencing employee performance, focusing on work discipline, compensation, and work environment at PT. Bank Mandiri (Persero) Tbk, Medan City Hall Area. In an increasingly competitive organizational landscape, optimizing employee performance requires a comprehensive understanding of both behavioral and environmental factors. This research applies a quantitative approach using multiple linear regression analysis to evaluate the relationships among variables. The study involves 40 employees selected through a census sampling method, ensuring full representation of the population. Data collection was conducted through field research and supported by relevant literature, with analysis performed using SPSS version 23. The results demonstrate that work discipline, compensation, and work environment significantly influence employee performance, both individually and simultaneously. The statistical analysis confirms the robustness of the model, with a high coefficient of determination indicating that most variations in employee performance are explained by the independent variables. These findings suggest that organizations should prioritize strengthening employee discipline, improving compensation systems, and maintaining a conducive work environment to achieve optimal performance outcomes.

Keywords: employee performance, work discipline, compensation, work environment, human resources

1. INTRODUCTION

In the era of rapid globalization , the banking world including PT. Bank Mandiri (Persero) Tbk Medan City Hall Area experience increasing competition tight . Efforts to maintain Power compete and provide contribution real to public need deep understanding about factors that influence performance employees in the company . Research This try explain background behind research , describing actual situation , identify originality research , and formulate objective study For answer existing problems .

A, Background Behind the Problem

In the landscape business that is always change , role industry banking own mark important things that are not undeniable . As one of the perpetrator major in the industry This , PT. Bank Mandiri

(Persero) Tbk Medan City Hall Area is at in the middle complex challenges For guard existence and competition in a way effective . In an effort realize potential full and guarded Power competition , factors that influence performance employee become factors that are not Can ignored . The role of employees become center in management and development company , and achievements optimal employee performance become base main in reach objective organization .

B. Conditions Situation

In the middle continuous change ongoing in sector banking and business , PT. Bank Mandiri (Persero) Tbk Medan City Hall Area face challenge For guard level superior performance in service to customers , efficiency operational , and innovation . In an effort said , the company must own deep understanding to factors that influence employee performance . In the context of source Power human , optimal performance of employees will give significant contribution to achievement objective company . Therefore , maintaining and improving performance employee become matter essential things that must be done noticed in a way Serious .

C. Originality Study

Study This unique in approach holistic For understand factors that influence performance employees at PT. Bank Mandiri (Persero) Tbk Medan City Hall Area . With integrate influence discipline work , compensation work and environment work , research This aim For give greater understanding comprehensive about How factors the interact and influence performance employees . Research it also focuses on the role significant factors the in face challenge industry banking which is increasingly complex .

D. Research objectives

main purpose from study This is For identify influence discipline work , compensation work and environment Work to performance employees at PT. Bank Mandiri (Persero) Tbk Medan City Hall Area . Through analysis deep to third factor said , research This aim For give outlook valuable to leadership company in strategize for increase performance employees , fulfill need customers , and facing competition an increasingly growing industry strict .

2. REVIEW LIBRARY

A. Discipline Work

In the environment company , discipline Work is like binding rope individual or group , ensure they follow with faithful to the applicable norms and requirements . Its function similar with guide who guides going to peak achievement , ensuring that given targets to individual or group the can achieved with optimal results

In the vision (Pranitasari & Khotimah, 2021), discipline Work likened to as tool communication utilized by leaders For relate with team employee . Its function more than just trigger change behavior , but also creates a sense of awareness and enthusiasm collaboration in individuals this . The goal is For push they with voluntary follow norms and principles social norms that apply in framework company .

Whereas according to (According to) Sampeliling , 2019) Discipline Work reflect enthusiasm and readiness somebody For follow as well as comply with the norms of order that surround it .

Temporary perspective (Kuddus , 2019) describes discipline Work as skill individual in carry out tasks with consistent , diligent , and follow existing directions , without violate regulations that have been set .

B. Compensation Work

Compensation Work refers to everything form awards received by employees as results from the work they do do . Included in it is salary , allowances , facilities work , and elements others . Compensation Work own impact significant to level performance employee .

In the view of (Dwiky , 2018), compensation refers to all form income , good in the form of money, goods in a way directly , or No direct , received by employees as award on the contributions they make give to company .

According to (Fahraini & Syarif , 2022), compensation interpreted as all form awards given to employee as sign respect on donations that have been given to organization , good in form financial both financial and non- financial .

View from (Sultan et al., 2014) illustrates compensation as all form compensation received by employees as form award on results the work they do give .

C. Environment Work

Environment Work refers to everything influencing factors the way activity work employees . Environment Work covers dimensions physical , social , and psychological conditions . environment positive work own potential For create atmosphere exhilarating and stimulating work improvement employee performance . On the other hand , the environment work that is not support can deteriorate performance employees and hinder motivation they .

According to (Susianti , 2018), the environment Work summarize all aspects that are around the workers and have influence to method they operate tasks they . Including in it is factors like cleanliness , lighting , music , etc.

Definition from (Josephine & Harjanti, 2017) describes environment Work as entity consisting of from various elements , events , individuals , and others that have an influence to method individual Work .

Next , the view from (Robbins, 2021) confirms that environment Work own role crucial in perspective company and is one of the factor determinant main in determine performance employee .

D. Employee Performance

Employee performance refers to the extent to which a person employee reach goals and responsibilities the answer is in the environment work . This includes a number of factors that reflect contribution , productivity , effectiveness , and influence individual to organization . Employee performance is evaluation about How somebody carry out his job in accordance with expectations and standards that have been set .

In the view of (Sabaruddin , 2018), Performance means results engraved works Good in a way quantitative and qualitative from individual or group below flag organization . This effort centered on the implementation task main as well as the role applied with adhere to norms, procedures operational standards , criteria , and standards the size that has been entrusted or applies within realm organization .

The view expressed by (Ikhsanto , 2020) reveals that performance is things that can observed , where individuals related with goals that have been determined by the organization . Optimal performance is one of the targets desired by the organization in order to achieve its goals . productivity high work . Success achievement good performance in line with quality source Power competent and empowered human beings competitive .

Temporary that , (Fajar Siddik, 2020) stated that importance performance employee as indicators , because through performance This We can evaluate to what extent is the potential individual in operate not quite enough the answer given to they .

3. RESEARCH METHODS

Study conducted at PT. Bank Mandiri (Persero) Tbk Medan City Hall Area , located at Jl. Balai Kota No. 12-14, Kesawan , West Medan District , Medan City, North Sumatra 20111. Research time ongoing from June 21, 2023 to June 29, 2023.

In research This amount samples used is as many as 40 people according to with amount all over population at PT. Bank Mandiri (Persero) Tbk Medan City Hall Area . The number of sample can seen in the following table :

Table 1. Number of Samples of PT. Bank Mandiri (Persero) Tbk Employees in the Medan City Hall Area

		Frequency	*Percent*
Valid	Laki-laki	25	62.5
	Perempuan	15	37.5
	Total	**40**	**100.0**

Source : Processed data from survey respondents by the author , 2023.

Type of data used in study This is primary data, the main data source is the primary data obtained direct from PT. Bank Mandiri (Persero) Tbk Medan City Hall Area through interviews and distribution questionnaire .

Data collection methods used includes : Research library research for get information from relevant literature . Research field research with interviews and questionnaires and observation For observe behavior , events , or relevant situations .

In research this , approach applied data analysis is method descriptive quantitative . The tests carried out covering a series testing assumptions classical , namely data normality test , multicollinearity test , and heteroscedasticity test . In addition , hypothesis testing is also applied in t-test form (for measure significance of individual parameters), F test (for measure significance of parameters in terms of simultaneously), and determination test (for measure coefficient determination of R^2).

4. Results and Discussion

Under This served image depicting the analysis model the path used in study This :

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	34.101	9.040		3.772	.001		
	Disiplin	.557	.397	.364	1.401	.000	.363	2.755
	Kompensasi	.072	.204	.084	.354	.000	.440	2.271
	Lingkungan	.104	.284	.107	.367	.000	.289	3.457

Source : Concept developed by the author , 2023.

Figure 1. Framework Thinking

A. Exploration of Simultaneous Linear Regression Model

Table 2. Inspection in Analysis Simultaneous Linear Regression .

Source : Answer processed questionnaire writer using SPSS V23, 2023.

Y = 34,101 + 0.557X1 + 0.072X 2 + 0.104X3

From the equation regression above , there is a number of interpretation that can be taken , namely as following :

1. Variable X1 has touch means on the Y variable . Each shift One unit on X1 is accompanied by an increase about 0.557 units on the Y variable , while We assume X2 and X3 have stability .
2. Influence variable X2 also does not can ignored to variable Y. Each change One units on X2 are related with improvement approximately 0.072 units on the Y variable , as X1 and X3 are considered still express .
3. Variable X3 also has an insignificant influence inevitable on the Y variable . Each shift One units on X3 are connected with increase approximately 0.104 units on the Y variable , in context of X1 and X2 that we assume still not changed .

B. T-test

Table 3. Coefficient T-Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	T	Sig.	Tolerance	VIF
1	(Constant)	34.101	9.040		3.772	.001		
	Disiplin	.557	.397	.364	1.401	.000	.363	2.755
	Kompensasi	.072	.204	.084	.3540	.000	.440	2.271
	Lingkungan	.104	.284	.107	.3670	.000	.289	3.457

Source : Answer processed questionnaire writer using SPSS V23, 2023.

Inspection Hypothesis :

1. Hypothesis 1 (Impact Discipline Work):
   a. Significance value of X1: .000 (<0.05)
   b. t- count : 1.401 (>t- table 0.3081)
   After analyze , we can state with belief that Hypothesis 1 is accepted : Discipline Work own significant impact to performance employee .
2. Hypothesis 2 (Influence Compensation Work):
   a. Significance value of X2: .000 (<0.05)
   b. t- count : 0.3540 (>t- table 0.3081)
   From the results evaluation , Hypothesis 2 can also be considered correct : Compensation Work own significant effect to performance employee .
3. Hypothesis 3 (Influence Environment Work):
   a. Significance value of X3: .000 (<0.05)
   b. t- count : 0.3670 (>t- table 0.3081)
   Findings This confirm that Hypothesis 3 can accepted : Environment Work own significant influence to performance employee .

C. F-TEST

Table 4. F-test

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	225.740	3	75.247	82.89	.001[b]
	Residual	1715.235	36	47.645		
	Total	1940.975	39			

Source : Answer processed questionnaire writer using SPSS V23, 2023.

The F-test result shows influence significant from discipline work , compensation work and environment Work in a way together to performance employees (F- count 82.89 > F-table 2.87, significance 0.001). Therefore that is , Ha is accepted and H0 is rejected .

D. Determination Test

Result numbers evaluation (Adjusted R Square) reached 0.975, revealing that impacts influenced by variables not independent (X) on the variable dependent (Y) around 97.5%. Phenomenon This describe the excellent capabilities of this model in clarify variations that exist in the variables analyzed .

5. CONCLUSION

After observing the data carefully deep , undergoing stage comprehensive discussion , and conduct observation field researchers formulate conclusion following :

1. Commitment to ethics Work bring strong implications to productivity individuals within team.
2. Aspect compensation work own Power significant influence to level members ' achievements team.
3. Importance role environment Work proven in influence level performance individuals on the team.
4. It has been revealed that there is significant effect in a way simultaneously from factors like obedience to discipline work , awards work and dynamics environment to performance member team.

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