



Journal of Economics, Management, Entrepreneur, and Business

| ISSN (Online) [2797-1511](https://doi.org/10.52909/jemeb.v4i2.158) | ISSN (Print) [2797-1503](https://doi.org/10.52909/jemeb.v4i2.158) |
<https://creativecommons.org/licenses/by/4.0/>
DOI: <https://doi.org/10.52909/jemeb.v4i2.158>



The Effect of Compensation and Training on Employee Performance Through Work Discipline at the Elderly Care Home “Tribuana Tungga Dewi” in Mojokerto City

Nurifah¹, Sukesi²

¹ Universitas Dr. Soetomo Surabaya, Indonesia

² Universitas Dr. Soetomo Surabaya, Indonesia

Corresponding Author: goneeta7@gmail.com ¹

Abstract: The purpose of this study was to analyze and determine the Effect Of Compensation And Training On Employee Performance Through Work Discipline At The Elderly Care Home "Tribuana Tungga Dewi" In Mojokerto City. Using a saturated sampling technique with a sample size of 30 people. The results of the study showed that Compensation did not have a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" in Mojokerto City with a value of $0.267 \leq 0.05$. Training had a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" in Mojokerto City with a value of $0.000 \leq 0.05$. Compensation had a significant positive effect on work discipline at the Elderly Care Home "Tribuana Tungga Dewi" in Mojokerto City, with a value of $0.004 \leq 0.05$. Training has a significant positive effect on work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.000 \leq 0.05$. Work discipline has a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.002 \leq 0.05$. Compensation has a significant positive effect on employee performance through work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.043 \leq 0.05$. Training has a significant positive effect on employee performance through work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.011 \leq 0.05$.

Keyword: Compensation, Training, Employee Performance, Work Discipline

INTRODUCTION

The Department of Social Services, Women's Empowerment and Child Protection is one of the important social service organizations in the life of society, full of tasks, burdens and problems as well as the hopes of the community that are pinned on it. Therefore, the Department of Social Services, Women's Empowerment and Child Protection must strive to provide good social

services for all levels of society. This can only be realized if the Department of Social Services, Women's Empowerment and Child Protection is supported by the availability of adequate and professional human resources in carrying out their respective main tasks and functions.

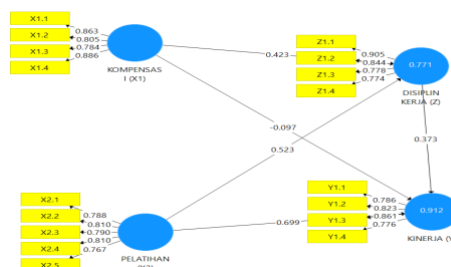
There are several problems experienced by the Social Service, Women's Empowerment and Child Protection of Mojokerto City related to employee performance. In this case, the researcher focused the object of research on the Elderly Care Home "Tribuana Tungga Dewi" of Mojokerto City, which is an institution responsible for the Social Services and Rehabilitation Sector at the Social Service, Women's Empowerment and Child Protection of Mojokerto City. Based on observations made on employees of the Elderly Care Home "Tribuana Tungga Dewi" of Mojokerto City, there are several problems that occur. The first problem is related to employee attendance, namely there are still employees who arrive late and wander out of the office during working hours. In addition, there are also employees who do not understand the main tasks and functions of each position, so that work targets do not match the goals to be achieved. This indicates that training needs to be provided related to the main tasks and functions of employees, so that work targets can be completed properly.

The next problem is related to the compensation given. For employees with civil servant status, of course, the amount or salary increase is determined by the central government, but for non-civil servant employees, the salary is determined by the Mojokerto City Government where non-civil servant employees hope that there will be a salary increase that is given periodically in a certain period, in this case there are no government regulations that regulate the salary increase for non-civil servant employees. So that until now non-civil servant employees only receive basic salary without any additional allowances at all. The phenomenon that occurs in employees of the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City is a lack of discipline and less than optimal work completion targets. This is a problem whether it stems from the lack of education and training provided and also the compensation given is not in accordance with expectations, so that it has an impact on decreasing performance and work achievement. If performance decreases, of course it is followed by a weakening of work achievement. This results in the realization of work that is not in accordance with the targets that have been set. Based on this background, the researcher is interested in conducting research at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City with the title "The Effect of Compensation and Training on Employee Performance through Work Discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City".

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 30 people. The census sampling technique means that all populations are used as samples in the study.

RESULTS AND DISCUSSION



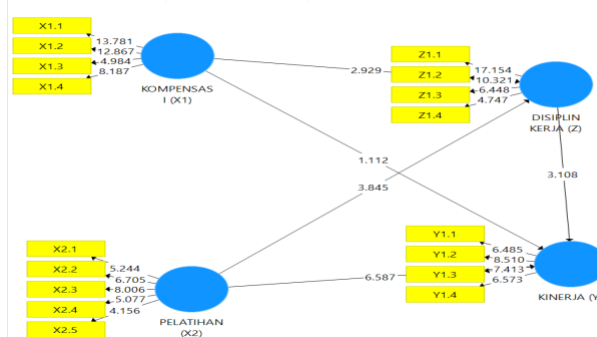
The table above can be concluded that the correlation of each indicator to the total construct score of each variable shows significant results, namely $r_{count} \geq r_{table}$. It can be concluded that all question items from all variables, namely of competence, compensation, work environment on employee performance, work motivation are declared Valid.

Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extract...	Copy to Clip
	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)	
DISIPLIN KERJA (Z)	0.844	0.846	0.896	0.684	
KINERJA (Y)	0.827	0.832	0.886	0.660	
KOMPENSASI (X1)	0.856	0.866	0.902	0.698	
PELATIHAN (X2)	0.853	0.854	0.894	0.629	

The table above shows that the three variables produce an alpha value of 0.9. Thus, all variables have a value > 0.60 , thus the research instrument is suitable for use in data collection.

NURIFAH TEST PLS.txt *NURIFAH.splsm PLS Algorithm (Run No. 1) Bootstrapping (Run No. 1)



Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O /STDEV)	P Values
DISIPLIN KERJA (Z) -> KINERJA (Y)	0.373	0.373	0.120	3.108	0.002
KOMPENSASI (X1) -> DISIPLIN KERJA (Z)	0.423	0.409	0.144	2.929	0.004
KOMPENSASI (X1) -> KINERJA (Y)	-0.097	-0.092	0.087	1.112	0.267
PELATIHAN (X2) -> DISIPLIN KERJA (Z)	0.523	0.517	0.136	3.845	0.000
PELATIHAN (X2) -> KINERJA (Y)	0.699	0.693	0.106	6.587	0.000

Total Indirect Effects

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O /STDEV)	P Values
DISIPLIN KERJA (Z) -> KINERJA (Y)					
KOMPENSASI (X1) -> DISIPLIN KERJA (Z)		-0.000	0.000		
KOMPENSASI (X1) -> KINERJA (Y)	0.158	0.154	0.078	2.026	0.043
PELATIHAN (X2) -> DISIPLIN KERJA (Z)					
PELATIHAN (X2) -> KINERJA (Y)	0.195	0.192	0.077	2.539	0.011

DISCUSSION

The results of the study showed that compensation did not have a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City with a value of $0.267 \leq 0.05$. Training had a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City with a value of $0.000 \leq 0.05$. Compensation had a significant positive effect on work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.004 \leq 0.05$. Training had a significant positive effect on work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.000 \leq 0.05$. Work discipline has a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.002 \leq 0.05$. Compensation has a significant positive effect on employee performance through work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value

of $0.043 \leq 0.05$. Training has a significant positive effect on employee performance through work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.011 \leq 0.05$.

CONCLUSION

- 1 The results of the study showed that compensation did not have a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City with a value of $0.267 \leq 0.05$.
- 2 Training had a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City with a value of $0.000 \leq 0.05$.
- 3 Compensation had a significant positive effect on work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.004 \leq 0.05$.
- 4 Training had a significant positive effect on work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.000 \leq 0.05$.
- 5 Work discipline has a significant positive effect on employee performance at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.002 \leq 0.05$.
- 6 Compensation has a significant positive effect on employee performance through work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.043 \leq 0.05$.
- 7 Training has a significant positive effect on employee performance through work discipline at the Elderly Care Home "Tribuana Tungga Dewi" Mojokerto City, with a value of $0.011 \leq 0.05$.

REFERENCES

- Antoni, Michel. 2006. *Manajemen Sumber Daya Manusia Konsep Dan Kinerja* . Jakarta : Mitra Wacana Media
- Arikunto, Suharsini. 2012. *Prosedur Penelitian*. Jakarta: PT Asdi Mahasatya
- Dilian Diah Pertiwi (2015) *Pengaruh Kompensasi, Motivasi, Dan Lingkungan Kerja Terhadap Kinerja Karyawan (Studi Empiris Pada Dinas Pendapatan Pengelolaan Keuangan Dan Aset Daerah Kabupaten Klaten)* Jurnal Universitas Muhammadiyah Yogyakarta
- Edy, Sutrisno. 2013. *Manajemen Sumber Daya Manusia*. Jakarta: PT Kencana Prenada Media Group
- Edrick Leonardo dan Fransisca Andreani (2015) *Pengaruh Pemberian Kompensasi Terhadap Kinerja Karyawan Pada PT.Kopanitia*. *Jurnal Manajemen Sumber Daya Manusia*, Undip Semarang Vol.1, 24-30
- Emron Edison, Yohny Anwar. Imas Komariyah (2017) *Manajemen Sumber Daya Manusia Strategi Dan Perubahan Dalam Rangka Meningkatkan Kinerja Pegawai Dan Organisasi*, Cetakan I Bandung. Alfabeta Bandung.
- Fahmi, Irham, 2016. *Pengantar Manajemen Sumber Daya Manusia Konsep & Kinerja*. Jakarta: Mitra Wacana Media
- Ghozali, Imam. 2005. *Aplikasi analisis Multifarite dengan program SPSS*. Universitas Diponegoro. Semarang
- Handoko, Hani T 2010. *Manajemen Personalia Dan Sumber Daya Manusia*, Yogyakarta; BPFE
- Hasibuan ,Malayu S.P. 2002. *Manajemen Sumber Daya Manusia*. Jakarta : Bumi Aksara
- Indrasari, Meithiana. 2017. *KEPUASAN KERJA DAN KINERJA KARYAWAN Tinjauan dari Dimensi Iklim Organisasi, Kreativitas Individu, dan Karakteristik Pekerjaan* : Yogyakarta: Indomedia Pustaka

- Ghozali, Imam. 2005. *Aplikasi analisis Multifarite dengan program SPSS*. Universitas Diponegoro. Semarang
- Handoko, Hani T 2010. *Manajemen Personalia Dan Sumber Daya Manusia*, Yogyakarta; BPFE
- Hasibuan, Malayu S.P. 2002. *Manajemen Sumber Daya Manusia*. Cetakan I. Jakarta : Bumi Aksara
- 2000. *Manajemen Sumber Daya Manusia*. Jakarta : Bumi Aksara
- Kaswan, 2015. *Sikap Kerja Dari Teori dan Implementasi Sampai Bukti*. Bandung: ALFABETA
- Luthans .2010. *Manajemen Sumber Daya Manusia*. Edisi 4 Jakarta: Salemba Empat
- Manngkunegan, Anwar Prabu. .2010. *Manajemen Sumber Daya Manusia Perusahaan Teori Dan Konsep Kebijakan*. Jakarta ; PT. Refika Aditama
- Manulang, M.2010. *Manajemen Personalia*. Cetakan 7 Jakarta ; Ghalia Indonesia
- Rineka Cipta
- Marwansyah. 2014. *Manajemen Sumber Daya Manusia Konsep dan Penerapan*. Jakarta : Salemba Medika
- Meithiana Indrasari 2016 *Pengaruh Budaya Organisasi, Lingkungan Kerja, Gaya Kepemimpinan Terhadap Kepuasan dan Kinerja Dosen Di Universitas Bojonegoro* Jurnal Sinergi. Vol 2 16 Maret 2017
- Notoatmojo, Sukidjo. 2010. *Metodologi Riset Kesehatan* Jakarta ; Rineka Cipta
- Nurhidayah.R.E.2005. Sistem Pengembangan Karir Perawat .*Jurnal Keperawatan Rufaidah Sumatra Utara*, Vol.1, 24-30. Medan: Program Studi Ilmu Keperawatan Universitas Sumatra Utara
- Nursalam. 2011. *Konsep dan Penerapan Metodologi Penelitian Ilmu Keperawatan*. Jakarta : Salemba Medika
- Panggabean Mutiara S. 2012. *Manajemen Sumber Daya Manusia* , Yogyakarta; BPFE
- Purwanto, Ngalm (2010). *Pengantar Motivasi*.Edisi2.Jakarta :Yayasan Bina Pustaka
- Rahmat, 2014. *Manajemen Kinerja Rumah Sakit Dan Keperawatan*. Buku 1 Jakarta: Mitra Wacana Media
- Randal., 2009. *Manajemen Sumber Daya Manusia Teori Dan Praktek*. Jakarta: Raja Grafindo Persada
- Rifai.Viethzal .2012.*Manajemen Sumber Daya Manuisa Untuk Perusahaan Dari Teori Dan Praktek*. Jakarta: Raja Grafindo Persada
- Riyadi. Slamet (2013) “*Pengaruh Lingkungan Kerja, Kompensasi dan Pengembangan Karir terhadap Kinerja pada Kantor DPRD Pronvinsi Jawa Tengah*
- Rhoades & Eisenberger, 2012. *Manajemen Sumber Daya Manusia Teori Dan Praktek*. Jakarta: Raja Grafindo Persada
- Robbins, P. Stephen dan Jugde, A ., Timoty. (2008). *Perilaku Organisasi*. Edisi 12. Buku 1 Jakarta: Salemba Empat
- Safrizal, Musnadi Said, dan Chan Syarifruddin (2014) *Pengaruh Budaya Kerja, Kopentensi, Dan Komitmen Pegawai Terhadap Kinerja Pegawai Serta Dampaknya Pada Kinerja Dinas Pertambangan Dan Energi Aceh* Jurnal Manajemen Sumber Daya Manusia,Universitas Sumatera Utara Vol.3, 38-44
- Saifudin, Mohammad 2011. *Management Sumber Daya Manusia Pedoman Praktis Bagi Para Penyelia Untuk Meningkatkan Prestasi Kerja*.Jakarta : Bumi Aksara
- Samsudin, Sadili, 2015. *Manajemen Sumber Daya Manusia*. Bandung: Pustaka Setia
- Sastrohadiwiry, 2012. *Management Tenaga Kerja Indonesia Pendekatan Administratif dan Operasional*. Jakarta : Bumi Aksara
- Siagian, P Sondang, 2012. *Teori dan Praktek Kepemimpinan*. Jakarta: Rineka Cipta

-, 2015. *Teori dan Praktek Kepemimpinan*. Jakarta: Rineka Cipta
- Simamora, Henry 2014. *Management Sumber Daya Manusia Dan Manajemen Kinerja* . Yogyakarta; BPFE
- Sedarmayanti, 2016. *Sumber Daya Manusia Reformasi Birokrasi dan Manajemen Pegawai Negeri Edisi Revisi*. Jakarta: Refika ADITAMA
- 2017. *Perencanaan dan Pengembangan Sumber Daya Manusia untuk Meningkatkan Kompetensi, Kinerja, dan Produktivitas Kerja*. Bandung : Refika ADITAMA
- Simamora, Henry 2004. *Management Sumber Daya Manusia Dan Manajemen Kinerja* . Yogyakarta; BPFE
- Sedarmayanti, 2016. *Sumber Daya Manusia Reformasi Birokrasi dan Manajemen Pegawai Negeri Edisi Revisi*. Jakarta: Refika ADITAMA
- Simamora, Henry 2004. *Management Sumber Daya Manusia Dan Manajemen Kinerja* . Yogyakarta; BPFE
- Simanjuntak, P. 2015. *Manajemen Kinerja .Edisi Kelima*. Jakarta: Rajawali Press
- Slamet Riyadi (2013) *Pengaruh Lingkungan Kerja, Kompensasi, Dan Pengembangan Karir Terhadap Kinerja Pada Kantor DPRD Provinsi Jawa Tengah*
- Solihin. 2009. *Faktor-Faktor Yang Mempengaruhi Kinerja Pegawai Manajemen Sumber Daya Manusia*. Jakarta :Yayasan Bina Pustaka
- Subekti. 2008. Indikator Kerja. <http://www.subektiheru.wordpress.co.id>
- Suhariadi, Fendy, 2013. *Manajemen Sumber Daya Manusia Dalam Pendekatan Teoritis -Praktis*. Surabaya: Airlangga University Press
- Sujarweni, V. Wiratna, 2015. *Metodologi Penelitian Bisnis Dan Ekonomi*. Yogyakarta: Pustaka Baru
- Sutrisno, Edy, 2013. *Teori Organisasi dan Pengorganisasian*. Jakarta: Kencana Prenada Media Group
- Titisari, Purnamie, 2016. *Peranan Organizational Citizenship Behavior Dalam Meningkatkan Kinerja Karyawan*. Jakarta: Mitra Wacana Media
- Umam, Khaerul, 2012. *Manajemen Organisasi*. Bandung: Pustaka Setia
- Wibowo, 2016. *Edisi Kelima Manajemen Kinerja*. Jakarta: PT. RajaGrafindo Persada
- Winardi, J, 2014. *Teori dan Praktek Kepemimpinan*. Jakarta: RajaGrafindo Persada
- Yunus, Edi, 2016. *Manajemen Stategis*. Surabaya: CV. ANDI OFFSET (Penerbit Andi)