

THE INFLUENCE OF COMPENSATION AND WORK DISCIPLINE ON THE PERFORMANCE OF TEACHERS (TEACHERS) OF TAMAN SISWA PRIVATE VOCATIONAL SCHOOL AT THE TAMAN SISWA PRIVATE VOCATIONAL SCHOOL FOUNDATION

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Abstract

This research aims to find out how compensation and work discipline influence the performance of teachers (teachers). The population in this study were all civil servants (teachers) at Taman Siswa Tebing Tinggi School totaling 51 people, consisting of 19 people from SMK Business Management and 32 people from SMK TSM. The sample taken was 51 respondents using census techniques, namely the entire population was sampled. The regression analysis method used is multiple linear regression and to test the hypothesis the t test and f test are used at the significance level or $\alpha = 5\%$. The research data were analyzed or processed using the SPSS version 17 program. Based on the research results that of 0.696 or 69.6%. This shows that the compensation variable (X_1) and work discipline variable (X_2) can explain the performance variable (Y) by 69.6%, the remaining 30.4% (100% - 69.6%) is explained by other variables outside this research model. In the results of the multiple linear regression test, the following regression equation is obtained: $Y = 3.975 + 0.620X_1 + 0.245X_2 + e$. The results of the hypothesis test state that: H_1 is accepted, this can be seen from the t count value of 4.479 > t table 2.009 and with a significance value of 0.000 < 0.05, compensation has an effect on the performance of the tutor (teacher). H_2 is accepted, this can be seen from the t count value which is 2.375 > t table 2.009 and with a significance value of 0.022 < 0.05 then work discipline influence the performance of tutors (teachers). H_3 is accepted, this can be seen from the F count value which is 58.346 > F table 3.19 with a significance value of 0.000 < 0.05, so compensation and work discipline have a joint (simultaneous) effect on performance.

Keywords : Compensation, Work Discipline, Performance

INTRODUCTION

Human resources have a very strategic position in the organization, meaning that the human element plays an important role in carrying out activities to achieve goals. For this reason, the existence of human resources in organizations is very strong, Ambar Teguh Sulistiyani and Rosidah (2013). In the current era of globalization, human resource issues are in the spotlight and the focus for companies to survive. Because human resources are the main role in every company activity. Human resources will determine the success of implementing company or agency activities. Humans always play an active and dominant role in every organizational activity because humans are the planners, actors and determinants of the realization of