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Research Article

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The Influence of Compensation and Work Discipline on Employees' Work Productivity at Topshop Store Bandar Lampung

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Abstract: *This research aims to determine the influence of Compensation and Work Discipline on Employee Work Productivity at the Topshop Store in Bandar Lampung. This type of research is quantitative. The data source used in this research is primary data through questionnaires distributed to Topshop Bandar Lampung store employees. This data collection method uses documentation and literature study. The population in this research is the Topshop Store in Bandar Lampung. The sampling method uses a purposive sampling technique. The data analysis method used in this research is the multiple linear regression analysis method using a statistical program, namely the Statistical Program For Social Science (SPSS). The results of this research show that when viewed from a significant level of 0.003 < 0.05, which means that Ha1 is accepted and rejects Ho1 which states that there is an influence of compensation on work productivity and a significant level of 0.001 < 0.05 which states that Ha2 is accepted and rejected Ho2 which states that there is an influence of work discipline on Work productivity.*

Keywords: *Compensation, Work Discipline, Work Productivity, Topshop*

Introduction

The company's success in achieving its goals cannot be separated from its employees. Employees are not merely objects in achieving company goals, but are also subjects or actors. These employees can be planners, implementers and controllers who always play an active role in realizing company/organization goals, and have thoughts, feelings and desires that can influence their attitudes towards work. In this interaction, employees contribute to the company in the form of their abilities, expertise and skills, while the organization is expected to be able to provide rewards to employees fairly so that they can provide satisfaction.

Compensation is everything that employees receive as a reward for their work. In an organization, the issue of compensation is a very complex one, but is most important for both employees and the organization itself. Productivity is a measure of the extent to which resources are combined and utilized so that certain expected results can be achieved. Productivity, which originally had a narrow meaning, then developed into the concept of a productive behavior attitude, which developed into a belief and commitment.

Apart from that, productivity is influenced by various factors both related to the workforce itself and other factors. One of these factors is work discipline. High productivity can be achieved if it is supported by employees who have high work discipline in carrying out their duties and obligations. In reality, employee work productivity often experiences problems, including work targets not being achieved, employees often being absent/absent/sick, attendance not being on time, team cohesion lacking, etc.

Literature Review

Compensation

Compensation is a reward in the form of money or non-money given to employees from the company. There are forms of compensation, namely: allowances, incentives, or wages. Some forms of income are either in money or goods obtained for the services provided by employees to the company. Compensation is very important for employees themselves as individuals, because the amount of compensation is a reflection or measure of the value of the employee's work and employee job satisfaction. On the other hand, the size of compensation can influence employee work performance, motivation and job satisfaction.

The compensation money given is adjusted to the employee's length of service at the company concerned and is given at the end of the PKWT, provided that the employee concerned has had at least 1 month of continuous service.

Work Discipline

Rivai (2009), Iiskandar & Monica (2015), Discipline is the most important operational function of HRM, because the better the employee discipline in the company, the higher the work performance that can be achieved. Employee discipline is a person's behavior in accordance with existing regulations, work procedures or discipline is attitudes, behavior and actions that comply with the organization's regulations, both written and unwritten. (Sutrisno, 2009). Work discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations and applicable social norms. (Rivai, 2006). Another definition of discipline is procedures that correct or punish for violating rules or procedures.

Work discipline is a concept in the workplace or management to require employees to behave regularly. Discipline is a condition that causes or encourages employees to act and carry out all activities in accordance with established rules.

Work discipline is really needed by every employee, because it is a means to train the employee's personality so that they always show good performance. This is very important in influencing employee performance, such as the problems at Topshop Bandar Lampung.

Work productivity

Work productivity is an employee's ability to produce compared to the input used. An employee can be said to be productive if he is able to produce goods or services as expected in a short or precise time. Low productivity is often associated with compensation. It is assumed that the higher the level of compensation, the higher the level of productivity that can be achieved. Because this is one of the company's abilities to provide adequate compensation to its employees, one of the important elements in the initial stages of the program to achieve high productivity.

Method

Research methods

This type of research is quantitative research. The type of data used in this research is primary data. Primary data is data obtained by researchers first hand through questionnaires distributed directly by researchers to employees of Topshop Bandar Lampung.

Research design

Research design is defined as a strategy for arranging the research setting so that researchers obtain valid data in accordance with the characteristics of the variables and research objectives.

a) Research Approach

This research is a type of research with a quantitative approach. Because this research will test the effect of inquiry and expository learning models in improving learning outcomes based on numerical calculations, the data of which is in the form of numbers (scores or grades, rankings, frequencies), which are analyzed using statistics to answer specific research questions or hypotheses and to make predictions that inquiry and expository learning models influence learning outcomes. So, this research is quantitative research.

b) Types of research

The type of research used in this research is experimental research, namely a research method used to find the effect of certain treatments on others under controlled conditions. The characteristic of experimental research is directly testing one variable against other variables.

Population & Sample

Population is a generalized area consisting of objects or subjects, which have qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2017). The population used in the research is a public sector organization, namely Topshop Bandar Lampung.

According to Sugiyono (2017), the sample is part of the number and characteristics of the population. The sample for this research is a public sector organization, namely Topshop Bandar Lampung. The sampling technique was carried out using the purposive sampling method. With the following criteria:

1. Employees who receive compensation while working.
2. Employees who apply work discipline while working.
3. Employees who contribute to work productivity.

S = N

N.d2 + 1

S = 50

1 + 0,0025

S = 50/1.0025 = 49.87

So, the number of samples was adjusted by the researcher to 50 samples

Data collection technique

This research is research using a survey method. The data collection technique used in this research is in the form of a questionnaire. This questionnaire contains written statements that are used to obtain information from respondents. The statements are prepared in accordance with the grid that has been created and the preparation of the questionnaire statement items takes into consideration the ease of filling in by respondents, so the preparation takes into account the following matters:

a. Avoid questionable statements
b. Avoid unclear words
c. Do not use words that arouse suspicion or antipathy from the respondent

In this research, questionnaires were distributed at Topshop Bandar Lampung.

Data analysis technique

To analyze this data the author uses quantitative analysis methods. Quantitative analysis is used in this research to explain the functional relationship between independent variables, so that quantitative data analysis can be calculated.

Instrument Test

a. Validity test

According to (Ghozali, 2016) the validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that the questionnaire will measure. The validity test is carried out by comparing the calculated r value with r table. By comparing the r calculated value from the output results (Corrected Item-Total Correlation) with r table, if r calculated is greater than r table then the question item is valid, but if r calculated is smaller than r table then the question item is invalid (Ghozali, 2016).

b. Reliability Test

According to (Ghozali, 2016) reliability tests are used to test data from the questionnaires that we distribute. A questionnaire is said to be reliable or reliable. A person's response to a statement is consistent or stable over time. The level of reliability or variable or research construct can be seen from the results of the Cronbach alpha (α) statistical test. A variable or construct is said to be reliable if the Cronbach alpha value is >0.60. The closer the alpha value is to one, the more reliable the reliability value.

Multiple Linear Regression Analysis

This analysis is used to determine the relationship between the independent variable and the dependent variable, whether the relationship between the independent or dependent variables is positive or negative.

With Equations:

$$Y = \alpha + b1X1 + b2X2 + e$$

Information:

Y = Work Productivity

α = Constant

b1,2 = Regression Coefficient

X1 = Compensation

X2 = Work Discipline

e = Error Level

Classic assumption test

The classical assumption test is carried out to find out whether the regression model can be used as a good prediction tool. The classic assumption test consists of a normality test, multicollinearity test and heteroscedasticity test which is carried out with the help of SPSS software.

a. Normality test

The normality test is carried out to test whether in the regression model, confounding variables or residuals have a normal distribution. To test data that is normally distributed, a normality test tool will be used, namely one sample Kolmogrov-Smirnov (Ghozali, 2016). The Kolmogrov Smirnov test is a test of the difference between data tested for normality and standard normal data. Data is said to be normally distributed if the significance of the dependent variable has a significant value of more than 5%. Good research data is normally distributed.

b. Multicollinearity Test

Multicollinearity test is useful for testing the existence of correlation between independent variables. In a good regression model there should be no correlation between independent variables. To detect whether or not there is multicollinearity in regression, there are several ways, one of which is by looking at the independent variance value which has a VIF > 10 or tolerance value < 0.10, so it can be concluded that there is no multicollinearity between the independent variables in the regression model (Ghozali, 2016).

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is a regression model that does not experience symptoms of heteroscedasticity (Ghozali, 2018). Symptoms of heteroscedasticity can be identified by looking at scatterplot graphic patterns. If the points spread above and below zero on the Y axis, then there are no symptoms of heteroscedasticity. Another way that can be done to ensure that symptoms of heteroscedasticity do not occur is to use the Glejser test. If the probability of significance of each independent variable is >0.05, then it can be concluded that there are no symptoms of heteroscedasticity (Ghozali, 2016).

Hypothesis testing

Hypothesis aims to see the influence of each variable, namely the influence of the independent variable on the dependent variable. This hypothesis testing is carried out by:

a. t test

The t test is used to see the influence of each variable, namely the influence of the independent variable on the dependent variable. The basis for decision making for this test is, if the probability value is greater than 0.05, then Ha is rejected, meaning that there is no significant influence between the independent variable and the dependent variable. However, if the probability value is less than 0.05, then Ha is accepted, meaning that there is a significant influence between the independent variable and the dependent variable (Ghozali, 2016).

b. F test

The F test is used to determine whether the independent variables together can influence the dependent variable on the basis of decision making as follows (Ghozali, 2016):

1. Determine the hypothesis formulation:

Ho: b1 = 0 meaning, all variables (X) simultaneously do not influence the dependent variable (Y)

Ha: b1 > 0 meaning, all variables (X) simultaneously influence the dependent variable (Y)

2. Determine 95% confidence (α = 0.05)

3. Determine significance:

The significance value (P value) < 0.05, then Ha is accepted.
The significance value (P value) is >0.05, then Ha is rejected.

R2 Test (Coefficient of Determination)

According to (Ghozali, 2016), the coefficient of determination test aims to measure how far the model's ability is to explain variations in the dependent variable. The coefficient of determination value is between zero and one. This means that if R2 = 0, it shows that there is no influence between the independent variable on the dependent variable, and if R2 is getting closer to 1, it shows that the influence of the independent variable on the dependent variable is getting stronger. If R2 gets smaller, closer to 0, it can be said that the influence of the independent variable on the dependent variable is getting smaller.

Hypothesis test

A hypothesis is a response that is likely to be true, which is often used by decision makers or research. The assumption of a hypothesis is data, which has the possibility of being wrong, so testing is needed first to ensure the truth of the data. The hypothesis used is a temporary answer to the statistical testing that the researcher will carry out. To be able to make a decision whether the hypothesis to be tested is rejected or accepted, statistical hypothesis testing is carried out.

There are decision criteria for testing whether the hypothesis being tested is accepted or not in the One Sample Kolmogorov-Smirnov test (Ghozali, 2016), namely as follows:

1. If Asymp. Sig. (2-tailed) > 0.05, then the data is normally distributed.
2. If Asymp. Sig. (2-tailed) < 0.05, then the data is not normally distributed.

The criteria for accepting and rejecting the hypothesis are as follows:

1. If t table > t count, then the data is said to have no differences, or is the same for each component (H0 is accepted, Ha is rejected).
2. If t table < t count, then the data is said to have differences, or each of its components has differences (H0 is rejected, Ha is accepted).

If it is found that the data does not have a normal distribution, the test will continue using a non-parametric statistical test, the Wilcoxon Signed Rank Test. To test whether the hypothesis being tested is accepted or not in the Wilcoxon Signed Rank Test, the decision criteria are:

If significance (sig) < 0.05 then H0 is accepted
If significance (sig) > 0.05 then H0 is rejected

Results and Discussion

The data description includes the results of the descriptive analysis which will present data regarding the independent variables from the research, namely compensation and work discipline on employee work productivity at Topshop Kedaton Bandar Lampung as shown in table 1.

Validity test

Table 1. Validity Test Results

Variable	Question theme	r count	r table	Conclusion
	Question_Y1	0.650	0.235	Valid
	Question_Y2	0.768	0.235	Valid
	Question_Y3	0.841	0.235	Valid

Employee work productivity(Y)	Question_Y4	0.766	0.235	Valid
	Question_Y5	0.812	0.235	Valid
Compensation (X1)	Question_X1.1	0.822	0.235	Valid
	Question_X1.2	0.753	0.235	Valid
	Question_X1.3	0.810	0.235	Valid
	Question_X1.4	0.688	0.235	Valid
	Question_X1.5	0.770	0.235	Valid
	Question_X1.6	0.705	0.235	Valid
	Question_X1.7	0.828	0.235	Valid
	Question_X1.8	0.864	0.235	Valid
Work Discipline(X2)	Question_X2.1	0.821	0.235	Valid
	Question_X2.2	0.657	0.235	Valid
	Question_X2.3	0.736	0.235	Valid
	Question_X2.4	0.782	0.235	Valid
	Question_X2.5	0.821	0.235	Valid
	Question_X2.6	0.854	0.235	Valid
	Question_X2.7	0.746	0.235	Valid
	Question_X2.8	0.835	0.235	Valid

Source: Processed primary data, 2024 (SPSS 25)

Based on the results of the data validity test, it states that the correlation between each indicator and the total construct score for each variable shows significant results, and shows that r count > r table. So it can be concluded that all question items are declared valid.

Reliability Test

Reliability testing is used to test the extent to which a measuring instrument is reliable so that it can be used again for the same research. Reliability testing in this research is by using the Alpha formula.

Table 2. Data Reliability Test

Variable	Cronbach's Alpha	Conclusion
Work Productivity (Y)	0.798	Reliable
Compensation (X1)	0.735	Reliable
Work Discipline (X2)	0.786	Reliable

Source: Processed primary data, 2024 (SPSS 25)

Table 2 shows Crobanch's alpha value for employee work productivity is 0.798, compensation is 0.735, work discipline is 0.786. Thus, it can be concluded that the statements in this questionnaire are reliable because they have a Cronbach's alpha value of more than 0.60. This shows that each statement item used will be able to obtain data that will be obtained if the statement is submitted again.

Normality test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2011). The statistical test used in this research was tested by the One Sample Kolmogrov Smirnov Test, with a significance level of 0.05 or 5%. If the resulting significance is > 0.05 then the data distribution is said to be normal. Conversely, if the resulting significance is <0.05 then the data is not normally distributed. The results of the normality test can be seen in the table below:

Table 3. Data Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		50
Normal Parameters, b	Mean	.0000000
	Std. Deviation	2.65935160
Most Extreme Differences	Absolute	,120
	Positive	,068
	Negative	-.120
Statistical Tests		,120
Asymp. Sig. (2-tailed)		.068c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Processed primary data, 2024 (SPSS 25)

Based on table 3 above, it can be explained that the asymp number Sig-(2 Tailed) shows a value of 0.068 which is greater than the specified alpha level (5%), which means that all data can be said to be normally distributed.

Multicollinearity Test

Multicollinearity is a situation where in a regression model a perfect or near perfect correlation is found between independent variables. In a good regression model there should be no perfect or near perfect correlation between the independent variables (correlation 1 or close to 1). (Ghozali, 2015)

Table 4. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
Compensation	0.914	1,094
Work discipline	0.913	1,092

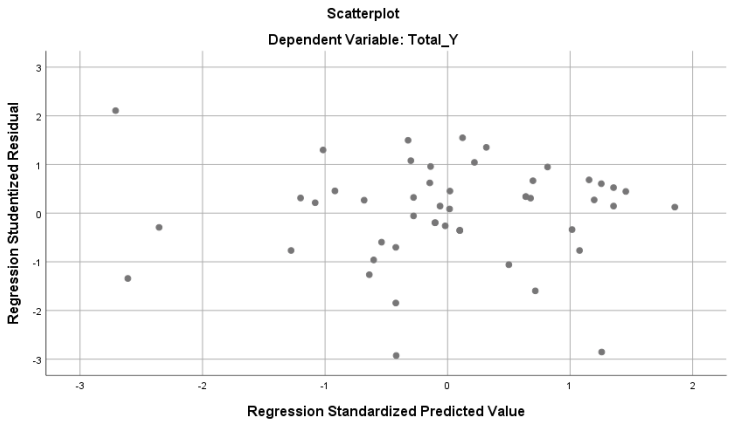
Source: Processed primary data, 2024 (SPSS 25)

Based on the test results in table 4 above, it is known that the compensation variable has a tolerance value of 0.914 and a VIF value of 1.094, while work discipline has a tolerance value of 0.914 and a VIF value of 1.092. From the results above, it can be concluded that all VIF values for all research variables are more than <10, this shows that there is no multicollinearity problem in the regression model.

Heteroscedasticity Test

The scatterplot test is carried out by regressing the independent variables with their residual absolute values. If the significance value between the independent variable and the absolute residual is more than 0.05 then there are no symptoms of heteroscedasticity. If the significant value between the independent variables is more than 0.05 then there is no heteroscedasticity problem. (Ghozali, 2015).

Picture 1. Heteroscedasticity Test



Source: Processed primary data, 2024 (SPSS 25)

Based on the picture above, it can be seen that no particular pattern is formed and the points are spread evenly both above and below the number 0 on the Y axis. With these points spread, it means that there are no symptoms of heteroscedasticity in this study.

Multiple Linear Regression Analysis

A good regression equation model is one that meets the requirements of classical assumptions, including that all data is normally distributed, the model must be free from symptoms of multicollinearity and free from heteroscedasticity. Based on multiple regression estimates with the SPSS 25 program, the following results were obtained:

Table 5. Multiple Linear Regression Analysis

Coefficientsa						
Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**t**	**Sig.**
		B	Std. Error	Beta		
1	(Constant)	6,044	2,732		2,212	,032
	X1	,212	,068	,373	3,129	,003
	X2	,254	,075	.403	3,376	,001
a. Dependent Variable: Total_Y						

Source: processed primary data, 2024 SPSS 25

Work Productivity = 6.044 + 0.212 Compensation + 0.254 Work Discipline +e

Based on the results of the equation above, it can be seen that:

a. The regression coefficient value for the Work Productivity variable will increase by 6.044 for 1 unit if all variables are constant.
b. The regression coefficient value of the Compensation variable on work productivity is 0.212. This value shows that every decrease/increase in compensation of 1 unit is predicted to increase (+) work productivity by 0.212.
c. The regression coefficient value of the work discipline variable on work productivity is 0.254. This value shows that every decrease/increase in work discipline by 1 unit is predicted to reduce (+) work productivity by 0.254.

Coefficient of Determination Test

Coefficient of determination (R^2) essentially measures how far the model's ability is to explain variations in the dependent variable. The coefficient of determination value is between zero and one (Ghozali, 2015).

Table 6. Coefficient Test of Determination (R2)

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.624a	,389	,364	2,715
a. Predictors: (Constant), Total_X2, Total_X1				
b. Dependent Variable: Total_Y				

Source: Processed primary data, 2024 (SPSS 25)

Based on table 7, it can be seen that the magnitude of the multiple correlation coefficient in the Adjusted R Square column is a coefficient of determination that has been corrected, namely 0.364 or 36.4%, which shows that the strong variable on work productivity is 36.4, while the remaining 63.6% influenced by other variables.

Model Feasibility Test

The model feasibility test (F-test) is used to test whether the regression model used is feasible, which states that the independent variables together have a significant effect on the dependent variable (Ghozali, 2015). Testing is carried out using the F test at a confidence level of 95% or α of 0.05, if Fcount > Ftable then the model is declared suitable for use in this research.

Table 7. Model Feasibility Test

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	221,085	2	110,542	14,993	.009b

	Residual	346,535	47	7,373		
	Total	567,620	49			
a. Dependent Variable: Total_Y						
b. Predictors: (Constant), Total_X2, Total_X1						

Source: Processed primary data, 2024 (SPSS 25)

From the table it can be seen that this test obtained significant coefficient results showing that the significant value is 0.009 > 0.05 with a calculated F value of 14.993. This means that together they have an effect but are not significant on the dependent variable.

Hypothesis testing

Hypothesis testing (t-test) is used to test how far the independent variables used in this research influence individually (partially) in explaining the dependent variable (Ghozali, 2015). Testing was carried out using the T test at a confidence level of 95% or α of 0.05 from the SPSS output results obtained, if tcount > ttable, with significance (Sig) < 0.05. So Ha accepted.

Table 8. Hypothesis testing

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,044	2,732		2,212	,032
	Total_X1	,212	,068	,373	3,129	,003
	Total_X2	,254	,075	.403	3,376	,001
a. Dependent Variable: Total_Y						

Source: Processed primary data, 2023 (SPSS 25)

1. The results for the Compensation variable (X1) show that with a significance of 0.003 < 0.05, the hypothesis answer, namely Ha1, is accepted and Ho1 is rejected, which states that there is an influence of compensation on work productivity.
2. The results for the work discipline variable (X2) show that with a significance of 0.001 < 0.05, the hypothesis answer, namely Ha2, is accepted and Ho2 is rejected, which states that there is an influence of work discipline on work productivity.

The Effect of Compensation on Employee Work Productivity

The results of the hypothesis test show that the significance level of compensation has an effect on employee work productivity. A positive research coefficient means that the higher the compensation given, the more employee work productivity will increase. The results of this research show that compensation partially has a positive and significant effect on work productivity.

Compensation is anything received that can be physical or non-physical and must be calculated and given to someone who is generally an object that is exempt from income tax. Increased productivity is carried out by companies for their employees by improving human resources. The way to perfect human resources is through the formation of motivation as one of the factors that can directly influence increasing

employee productivity. And one way to motivate employees to increase their productivity is by providing appropriate compensation from the company.

Motivation will arise from employees to work as well as possible if they feel the wages given are right. Thus compensation can influence increasing employee work productivity. On the other hand, providing inappropriate compensation will not increase work productivity and can even reduce their work enthusiasm and enthusiasm. With the compensation received by employees, they hope to be able to meet their minimum living needs, for example food, drink, clothing and housing.

Therefore, in the process of providing compensation to employees, every company must pay attention to it in such a way that the lowest compensation given can meet the basic needs of their employees. This has a strong influence because if employees' basic needs cannot be met, then this will reduce their productivity. For this reason, it is necessary to provide fair and appropriate compensation so that employees will feel cared for by the company. If employees feel cared for, employees will generally try to do their best for the company, so that the accumulated increase in their work will increase the company's productivity and the company's goals will be achieved.

The Influence of Work Discipline on Employee Work Productivity

The results of the hypothesis test show that the significant level of work discipline has an effect on employee work productivity. A positive research coefficient means that the higher the work discipline applied, the more employee work productivity will increase. The results of this research show that partially work discipline has a positive and significant effect on work productivity.

Work discipline is when employees always come and go home on time. Do all work well, comply with all company regulations and applicable social norms. Work discipline is one of the factors that determines productivity. A high level of discipline will create enthusiasm for work and high work enthusiasm. The quality and quantity of work will get better and can be completed on time.

Conclusion

This research aims to empirically prove the influence of compensation and work discipline on employee work productivity. The data in this research uses primary data, namely in the form of questionnaire data distributed to Topshop employees in Bandar Lampung. The data analysis method uses multiple linear regression tests. So the results in this research are as follows:

1. Compensation has a significant effect on work productivity.
2. Work discipline has a significant effect on work productivity.

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