

Optimizing Employee Productivity: The Influence of Work Discipline and Compensation at Harper Perintis Hotel

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Abstract

Work discipline serves as the main foundation to build a structured and effective work environment. Employees who demonstrate discipline typically adhere to company rules and procedures, thus minimizing the possibility of inactivity or disruptions in the workflow. Conversely, a fair compensation system that aligns with employees' contributions significantly affects work productivity. In the hospitality industry, fostering a strong work ethic and providing competitive compensation are crucial in enhancing employee effectiveness. This study examines the impact of compensation and work discipline on employee productivity at Aston's Harper Perintis Makassar Hotel. Descriptive analysis, utilizing regression analysis and the coefficient of determination, is employed in this research. Primary data is collected through direct observation and questionnaires, while secondary data is sourced from relevant company documents. The research findings indicate a significant relationship between work discipline and employee productivity at Harper Perintis Hotel. Employees who exhibit high levels of work discipline tend to achieve superior productivity. Moreover, the findings also demonstrate that employee perceptions regarding the compensation system have a positive and significant influence on work productivity. To advance organizational objectives and enhance work productivity, management should prioritize fostering work discipline and ensuring adequate compensation for employees.

***Keywords:** work discipline, compensation, employee productivity, hospitality industry*

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INTRODUCTION

(In the current era of globalization, only the best can compete in the market, so they must have excellence in every area. People are an important part of the organization, and companies must prepare themselves for adversity. People who are loyal and put the interests of the organization first are essential to driving positive change. The overall management component consists of human resource management. Human resource management (HRM) is essential to ensure that the company has a strong and skilled team to handle challenges around the world. HRM is responsible for designing policies and strategies for the recruitment, development, retention, and management of employees. This includes talent identification, employee training and development, performance management, and managing conflict and change within the company.

By managing human resources well, companies can create a work environment that encourages innovation, cooperation and sustainable growth. This gives the company the competitive advantage of having a skilled team committed to achieving long-term success. In addition, good human resource management also contributes to the establishment of a strong organizational culture where principles such as integrity, fairness, and loyalty are respected.

The importance of Human Resources (HR) in obtaining a quality workforce cannot be doubted. Human Resource Management (HRM) plays a central role in achieving this. HRM encompasses the skills and knowledge required to manage the relationships and roles of the workforce in order to achieve the level of effectiveness and efficiency required to help companies, employees, and society achieve their goals (Hasibuan, 2016). As is widely recognized, people are the core component in organizations and serve as the main resource in achieving organizational goals. They become the key factor in the success or failure of achieving organizational goals. Human resources, or better known as employees, are responsible for planning, implementing, supervising, and controlling within the organization to achieve company goals. From this explanation, it can be concluded that employee discipline has a major influence on their productivity.

The ability and willingness of employees are indeed valuable assets for organizations, and organizational leaders have a very important role in developing employee potential. Conversely, dedicated and disciplined employees also contribute significantly to an organization's success. Strong work discipline reflects employees' responsibility and commitment to their work, which in turn affects the overall performance of the organization. In this context, human resource management has the responsibility to create and practices that encourage work discipline and high performance. This includes providing training and development to enhance employee skills, implementing a fair reward and punishment system, and ensuring open and clear communication between management and employees.

In the context of intensifying business competition and dynamic changes in the economy, work productivity is a central element that determines the success of an organization. Work productivity is not only influenced by internal factors such as employee skills and operational efficiency, but also by external factors that include work discipline and the compensation system implemented by the company. Work discipline is the main foundation in creating an organized and efficient work environment. Disciplined employees tend to comply with the rules and procedures set by the company, thereby reducing the risk of inaction or imbalance in the work process. In addition, work discipline also reflects employees' level of responsibility and dedication to their work, which in turn can increase overall productivity.

On the other hand, a compensation system that is fair and in line with employee contributions also has a major impact on work productivity. Employees who are recognized for their contributions and achievements will be more motivated to put in extra effort and achieve better results. A clear and performance-based compensation system not only incentivizes employees to improve their productivity, but also ensures that the rewards they receive match the contributions they make. Some of the above compensations are directly related to employee performance, such as wages or salaries, bonuses, and commissions, therefore they are called direct compensation,

direct compensation, direct compensation, and direct compensation. The importance of a transparent and performance-based compensation system is that it provides clarity to employees on how they are assessed and rewarded for their contributions. This removes uncertainty and motivates employees to work harder to achieve or exceed the standards that have been set. A positive and constructive approach to workplace discipline includes communication, training, motivation and rewards.

Employees are the motor of a company. To ensure that activities are carried out in accordance with planning and supported by company work regulations, employees function as the company's work instructions. According to Soegeng Prijodarminto (2002), discipline is a condition formed through a series of behaviors that reflect values such as obedience, compliance, loyalty, peace, order, and discipline. It is considered crucial in achieving the goals of the company, employees, and society. Employees who exhibit a good level of discipline show awareness and readiness to complete their responsibilities properly. Every organization or company hopes to grow quickly and increase its productivity levels.

A high level of discipline among employees also establishes a more organized and efficient work environment, which can improve the overall performance of the company. Conversely, a lack of discipline can result in disruptions in workflow and a decrease in overall productivity. Therefore, it is important for companies to encourage and maintain a work culture based on high discipline among employees. In this context, discipline refers to an individual's or group's adherence to organizational rules, both written and reflected in their behavior and actions. With discipline, all tasks can be completed properly and on time.

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Compensation programs generally fall into two categories: financial compensation and non-financial compensation. They can also be divided into two based on the way they are delivered: direct compensation and indirect compensation. Financial compensation consists of direct and indirect compensation. Direct compensation consists of payments to employees in the form of wages, salaries, bonuses, or commissions. Indirect compensation, or benefits, consists of all payments that fall short of direct financial compensation, including vacation.

Employees will use the compensation to meet their living needs, and the amount of compensation received reflects the status, recognition, and level of life satisfaction felt by the employee. The greater the rewards received by an employee, the higher his

position, status, and level of life satisfaction. One of the sectors experiencing rapid growth in this century is the tourism industry. With the development and growth of the tourism industry that has occurred in many countries around the world, the economic potential of the tourism sector has become increasingly visible. Tourism plays an important role in Indonesia's economic development, along with the oil and gas sector. Almost every region in Indonesia attracts tourists for its natural beauty, historical heritage, and various other tourist attractions.

One of the businesses engaged in the service industry, particularly accommodation, focuses on guests arriving for vacation or business purposes. Therefore, customers want a place that is clean, comfortable, and safe. The best service should be provided to every hotel visitor. Because this is the maturity, all customers want to get the best service for every service they purchase. Every buyer is entitled to convenient, safe, honest, and truthful information, as well as proper treatment or service for the goods or services they purchase. To increase occupancy rates and drive business growth, the hospitality industry requires good and organized management. Basically, the growth of tourism in a country, including Indonesia, does not depend on the roles and duties of tourism operators, as well as locations that help tourism growth in the destination.

Hotel Harper Perintis by Aston is one of the units of the archipelago international brand and one of the four-star hotels in the city of Makassar, Harper Hotel, is one of the lodging service providers in Makassar located on Jalan Perintis Kemerdekaan KM 15 No.14 A. The hotel offers a rustic atmosphere with bedroom, food and beverage facilities for guests traveling on business or leisure. The aim is to provide a quiet, comfortable, healthy, and friendly environment for consumers/guests.

In relation to the above, work discipline, if properly implemented, will have an impact on employee work productivity and help achieve the actual goals. Quantity, quality, timeliness, and knowledge of the job are some of the ways an employee's work productivity can be measured.

METODOLOGI

This research utilizes a quantitative methodology involving primary and secondary data collection. Primary data was obtained through direct observation conducted by Aston Hotel staff at Harper Perintis Makassar and administering questionnaires. While secondary data was obtained from related documents.

All 80 employees of Harper Perintis Makassar Aston Hotel were included in the population of this study. To take the sample, purposive sampling method was used; respondents were selected based on subjective standards that were considered representative of the population. The Slovin method was used to calculate the sample size and the margin of error was set at 0.1. Data analysis was conducted using simple regression analysis to measure the effect of the independent variables (work discipline and compensation) on the dependent variable (employee work productivity). Descriptive analysis was also used to formulate, interpret, and explain the data. In addition, the coefficient of determination (R²) analysis was also conducted. The purpose of this analysis is to determine how much variation in variable values can be explained by the regression equation.

Work discipline (X1) is the level of responsibility and compliance of employees to the tasks assigned, compensation (X2) is the financial and non-financial rewards received

by employees, and employee work productivity (Y) is the result of the quality and quantity of goods or services produced by employees within a certain period of time.

RESULT & DISCUSSION

In their literature review, many experts have explained the definitions of management, human resource management, work discipline, compensation, and work productivity. However, after comparing it with previous studies, it is clear that the findings of this research are more in line with the concept of HR management offered by Anwar Prabu Mangkunegara (2017). Several factors support the research conducted at Harper Hotel Makassar on the effect of work discipline and compensation on employee productivity. The study of human resource management (HRM) first emphasizes how important HRM is to maintain organizational stability. Because work discipline reflects a high sense of responsibility for the work given, work discipline emerges as an important element in HRM. Other studies have shown a correlation between higher work productivity and better work discipline.

In addition, research has shown that, from a compensation standpoint, compensating employees is a way to recognize and reward their efforts for the company. If employees receive appropriate compensation for their work, they will be more motivated and happier with their jobs. According to research conducted at Harper Hotel in Makassar, employees are more eager to work because they believe that their salary and compensation are proportional to the work they do. In conclusion, employees can be more productive if they are compensated appropriately.

This study examines several variables related to employee performance at Harper Hotel Makassar, namely work discipline, compensation, and employee productivity. The respondents of this study were 79 hotel employees. The characteristics of the research population include gender and highest level of education. By considering these factors, this study seeks to understand the impact of work discipline and compensation on employee productivity in the context of Harper Hotel Makassar.

As a result, this study is in line with previous research which found that work discipline and compensation have an important role in influencing employee productivity. Companies can improve their employees' work performance and output by paying attention to and improving these two aspects. Ultimately, this will help achieve the overall goals of the company or enterprise. Consequently, this research helps us understand how these parts can affect productivity in the work environment of Harper Hotel in Makassar.

a. Gender

Sex is a concept that biologically distinguishes individuals into male and female from birth. Men and women are distinguished by biological and physiological differences that are the result of the human condition present in each individual from birth. Women and men have different physical, biochemical, and psychological characteristics. These differences form the basis of why men and women usually have different roles and functions. The patterns of movement and activities performed by women differ from those performed by men, in accordance with the differences in the tasks and responsibilities they carry.

GENDER PRESENTATION

No.	AGE (YEARS)	FREQUENCY	PRESENTATION
1.	MALE	60	76%
2.	FEMALE	19	24%
AMOUNT		79	100%

Source: Harper Hotel Makassar, Data processed 2023

According to the table data, the majority of respondents from Harper Makassar Hotel staff are male, reaching 60 people, or around 76% of the sample, while female respondents are only 19 people, or around 24%. This shows that the majority of people who answered are men. So, this male dominance shows that they have a greater role, control, thinking, and responsibility to achieve goals.

b. Educational background

A person's level of education also has a significant role in shaping their attitudes and behavior in action. A person who has completed higher education is generally considered to have sufficient capital to enter the world of work. In addition, work experience gained from working in a particular field can also increase a person's skill level to reach the expected level of professionalism. The following is the distribution of the education levels of manager respondents listed in the table below.

No.	EDUCATION	AMOUNT	PRESENTATION
1	SENIOR HIGH SCHOOL	52	66%
2	DIPLOMA	14	18%
3	S1	10	12%
4	S2	3	4%
TOTAL		79	100%

Source: Harper Hotel Makassar, Data processed 2023

The table shows that the majority of hotel employees have a high school or vocational background, followed by a diploma. This shows that most employees may not have much work experience, especially those with a high school or vocational background. However, this does not rule out the possibility that those employees are still capable of working well.

respondents' responses to the variable influence of work discipline (X1)

NO	STATEMENT	STS		TS		RR		S		SS	
		f	%	f	%	f	%	f	%	f	%

1	I fulfill my attendance well	0	0%	0	0%	1	1%	31	39%	47	59%
2	I come to work at the time set by the company.	0	0%	0	0%	2	3%	25	32%	52	66%
3	I always work carefully to avoid mistakes.	0	0%	0	0%	0	0%	23	29%	56	71%

Based on the table presented, it can be concluded that in general, Harper Hotel employees show a high level of discipline at work, as reflected by the total percentage value in the "strongly agree" and "agree" categories which reached 96%. The employees seem to observe good attendance, show up on time at work, and are very careful in carrying out their tasks. Nonetheless, there is a small percentage of employees, at 4%, who show doubts about their level of discipline at work.

respondents' responses to the variable influence of Compensation

NO	STATEMENT	STS		TS		RR		S		SS	
		f	%	f	%	f	%	f	%	f	%
1	The Amount Of Wages I Receive Is In Accordance With The Work I Do	1	1%	0	0%	8	10%	41	52%	29	37%
2	the wages given by the company help me to fulfill my daily needs.	0	0%	0	0%	3	4%	29	37%	47	59%
3	the holiday allowance provided by the company makes me work more enthusiastically.	3	4%	0	0%	2	3%	31	39%	43	54%

Based on the data in the table, it can be concluded that most Harper Hotel employees feel that their salaries and wages are proportional to the work they do. This is shown by the total percentage of agreement (agree and strongly agree) of 78 percent.

However, only about 96 percent of the employees said that their salaries and wages are not enough to fulfill their daily needs.

In addition, most employees responded positively to the additional wages and salaries provided in accordance with regulations, but only about 96% of the employees responded positively. In addition, holiday allowances, which are part of the additional compensation provided to employees, also received a positive response, with 93% of employees agreeing.

Respondents' positive responses to the compensation variable (X2) can be seen from the following points:

1. The ability to carry out tasks effectively, which is reflected in the high level of employee achievement, illustrates that providing adequate compensation can increase productivity.
2. Consistency in improving work results shows seriousness in achieving better performance, which makes a positive contribution to increasing productivity.
3. Carefulness in work and efforts to avoid mistakes reflect a high level of attention to work, which can improve work quality and efficiency.
4. Efforts to improve the quality of previous work demonstrate a spirit of continuous improvement and increase work efficiency, effectiveness, and productivity.

Thus, positive responses to compensation can make a significant contribution to employee productivity and overall company results.

- A. The purpose of the partial test is to test the independent variable independently on the dependent variable. If the calculated T value is greater than the T table value, then the independent variable partially affects the dependent variable. In addition, if the value in the sig column is below α : 0.05, then there is an influence. The following table shows the results of the T test using SPSS.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,972	1,316		4,536	,000
	X1	,669	,127	,542	5,275	,000
	X2	,249	,096	,266	2,590	,011

a. Dependent Variable: Y

This test provides a sig value (2-tiled) with α : 0.05 at N = 79. The T distribution table shows this value as 1.66437 or 1.664; the calculated value for the effect of work discipline (X1) in the t column is greater than the T table value of 1.664. As a result, work discipline increases employee productivity. In addition, based on the T test results, the compensation variable (X2) shows a value of 0.000 for compensation which is smaller than the value of α : 0,05. The calculated T value of 2.590 shown in the table above is greater than the T table value of 1.664 and the significance value in the sig column is 0.011. For the compensation variable (X2), based on the T test results, it can

be seen in the table above that the calculated T value of 2.590 is greater than the T table of 1.664 and the significance value in the sig column is 0.011, which indicates that there is a positive effect on compensation on employee work productivity, with a sig value in the sig column of 0.000, which indicates that compensation is lower than $\alpha : 0,05$. Therefore, both the work discipline influence variable (X1) and the work compensation influence variable (X2) have a positive impact on employee work productivity partially or directly.

B. Simultaneous test or simultaneous test is a test to determine whether there is a combined effect of independent variables on the dependent variable. In this study, the significance level of simultaneous or combined influence between the variables of work discipline (X1) and work compensation (X2) on work productivity variables (Y) was tested. It can be said to have a simultaneous influence if the calculated F value in the calculated table column is greater than the T table value. In addition, it can also be based on the value in the sig column of the count table. For more details, the results of the simultaneous test using the SPSS program can be seen in the following table

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	117,099	2	58,549	48,226	,000 ^a
	Residual	92,269	76	1,214		
	Total	209,367	78			

- a. Predictors: (Constant), X2, X1
- b. Dependent Variable: Y

Simultaneous test or simultaneous test is a test to determine whether there is a combined effect of independent variables on the dependent variable. In this study, the significance level of simultaneous or combined influence between the variables of work discipline (X1) and work compensation (X2) on work productivity variables (Y) was tested. It can be said to have a simultaneous influence if the calculated F value in the calculated table column is greater than the T table value. In addition, it can also be based on the value in the sig column of the count table. For more details, the results of the simultaneous test using the SPSS program can be seen in the following table

C. The coefficient of determination test is carried out to determine the contribution of the significance level of the influence of the independent variables (X1 and X2) on the dependent variable (Y) expressed in percentage. The higher the R2 (R Square) value, the better the proposed research model. For more details, it can be seen in the following table

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,748 ^a	,559	,548	1,10184

- a. Predictors: (Constant), X2, X1

Based on the table above, it shows the R² or R Square value of 0.559 or has a contribution value of 56% so that it can be said that the influence of the work discipline variable (X1) and the work compensation variable (X2) has a significant level on employee work productivity (Y), which is 56%.

CONCLUSION

This study aims to determine the effect of Work Discipline and Compensation on the work productivity of Harper Makassar Hotel employees. Based on the results of the analysis and discussion, the following conclusions are drawn:

1. There is a significant positive effect of work discipline on the work productivity of Harper Hotel employees in Makassar City. This indicates acceptance of the first hypothesis (H1), which states that an increase in work discipline will increase the productivity of Harper Hotel employees in Makassar City.
2. There is a significant positive effect of compensation on the work productivity of Harper Hotel employees in Makassar City. This confirms the second hypothesis (H2), which states that an increase in compensation will increase the productivity of Harper Hotel employees in Makassar City.
3. There is a jointly significant positive effect of work discipline and compensation on the work productivity of Harper Hotel employees in Makassar City. This validates the third hypothesis (H3), which states that an increase in both work discipline and compensation will increase the productivity of Harper Hotel employees in Makassar City.

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