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The Influence of Labor Discipline, Compensation, and Work Environment on the Performance of Employees of the Manpower and Transmigration Office of Yogyakarta City

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Abstract

This research aims to analyze the influence of Work Discipline, Compensation and Work Environment on employee performance at the Yogyakarta City Manpower and Transmigration Service. The sample in this study was 80 respondents who were employees of the Yogyakarta City Manpower and Transmigration Service. The data collection technique used was a survey method with the research instrument used was a questionnaire. The instrument test results stated that the data in this study were valid and reliable. The classical assumption test states that the data in this study is normally distributed and produces a regression model that is free from multicollinearity and heteroscedasticity. The results of this research prove that Work Discipline, Compensation and Work Environment simultaneously and significantly influence employee performance at the Yogyakarta City Manpower and Transmigration Service. This can be proven by the significance level obtained from this research, namely Adjusted R-square of 0.516. It can be interpreted that the contribution of Work Discipline, Compensation and Work Environment is 51.6%. Meanwhile, the rest is influenced by other variables that are not included in this research model.

Keywords

Employee Performance, Work Discipline, Compensation, Work Environment.

1. Introduction

Human resources play a crucial role in an organization as they function as system managers. For this system to operate smoothly Shihab et al. (2022), management must pay attention to key elements such as work discipline, compensation, and the work environment. By focusing on these aspects, employees will be motivated to deliver their best performance according to organizational needs. Optimal human resource performance will ultimately have a positive impact on the overall organization's performance. The capabilities of the globalization era make every company develop and compete in an increasingly competitive business world. Poor human resource management can create discomfort among employees, resulting in less beneficial outputs for the company from their work. Therefore, effective human resource management is needed (Wijaya et al., 2020).

Research on employee performance will be implemented at the Department of Labor and Transmigration of Yogyakarta City. The Department of Labor and Transmigration is a government agency in Yogyakarta City tasked with assisting the Governor in implementing government affairs related to labor and governance in the field of transmigration, which is the authority and duty assigned to the province. Thus, it is crucial for this agency to provide optimal services to the public (Prasetyo & Marlina, 2019; Rahman, 2021; Pramularso, 2022). Observations at the research site indicate that work discipline among employees at the Department of Labor and Transmigration of Yogyakarta City is still low. This is evident from the amount of postponed work and employees leaving early before the designated time. Additionally, there is a lack of discipline in submitting monthly reports (Chewe & Taylor, 2021). Some employees also appear to lack motivation in their work. These issues of tardiness need to be addressed promptly to avoid disrupting employee performance. This problem arises due to a lack of discipline among employees. Furthermore, the compensation provided by the agency to employees still does not meet their needs, which can affect the overall work environment (Harpis & Bahri, 2020; Gunawan & Suci, 2022).

Does work discipline affect employee performance at the Department of Labor and Transmigration. Does compensation affect employee performance at the Department of Labor and Transmigration. Does the work environment affect employee performance at the Department of Labor and Transmigration. Does work discipline, compensation, and the work environment collectively affect employee performance at the Department of Labor and Transmigration. The purpose of this research is to test and analyze the influence of work discipline on employee performance at the Department of Labor and Transmigration. To test and analyze the influence of compensation on employee performance at the Department of Labor and Transmigration. To test and analyze the influence of the work environment on employee performance at the Department of Labor and Transmigration. To test and analyze the simultaneous effects of work discipline, compensation, and the work environment on employee performance.

2. Literature Review

Work performance or performance refers to the results achieved by an employee, both in terms of quality and quantity, in carrying out the tasks for which he is responsible. Kasmir (2019) states that performance includes the results and work behavior that have been achieved in completing tasks and responsibilities within a certain period of time. A similar view was expressed by Utin & Yosepha (2019). Apart from that, according to Maryani et al. (2021), employee performance shows the level of success or achievement of an employee in carrying out the assigned duties and responsibilities. Work performance or performance refers to the results achieved

by an employee, both in terms of quality and quantity, in carrying out the tasks for which he is responsible. Kasmir (2019) states that performance includes the results and work behavior that have been achieved in completing tasks and responsibilities within a certain period of time. Employee performance shows the level of success or achievement of an employee in carrying out the tasks and responsibilities given (Awadh & Saad, 2013; Napitupulu & Siagian, 2023).

According to Kasmir (2019), employee performance can be measured using various indicators. Quality (quality), performance assessment can be done by evaluating the quality (quality) of work results obtained from a particular process. Quantity (quantity), a person's performance can also be measured by looking at the number (quantity) of results they achieve. Time (time period), certain work has a predetermined time period for completing it, with minimum and maximum time limits that must be adhered to. For example, the job must be completed within a certain time frame, such as 30 minutes. Costs, usually incurred for each company activity, are planned before the activity is carried out. Supervision is required in almost all types of work to monitor and manage the progress of the work. Relationships between employees, often linked to performance evaluations, are often considered in the context of cooperation and harmony between co-workers and superiors. According to Afandi (2018), work discipline is a means of changing behavior and increasing awareness and compliance with company regulations and social norms. A high level of discipline will ensure that employees comply with all existing rules, so that the implementation of their duties can proceed according to the plans that have been set (Lestari & Febrian, 2024).

Several indicators are needed to achieve work discipline, as stated by Afandi (2018), entering work on time. The importance of appreciating time as a realization of discipline in working for a company or organization. Effective use of time. self-discipline to manage the use of time effectively, time rules or time schedule for whatever activities will be carried out. Never absent or not working. Always being present and on time at work makes a person a person who is valued more in an organization. Comply with all organizational or company regulations. Comply with all company regulations that have been made and work according to company procedures. Obligated to make daily work reports and make it a basis that the work is completed, so as not to delay work. According to Arismunandar & Khair (2020), compensation is expenses and costs for a company or institution. Kholilah & Sari (2021) explain that compensation is a reward package offered by an organization to employees as a reward for using their energy.

According to Cesário & Chambel (2017), there are several ways to describe indicators of compensation. Compensation is provided by employers to workers regularly every month, even if the worker is not present at work, the salary is still received without deductions. This form of appreciation is given as encouragement for workers to increase their productivity. This incentive is variable and not permanent, payments are given at the same time as fulfilling work objectives. services in managing risks related to employee health. Risk management of losses, benefits and legal responsibilities to third parties arising from uncertain events. Meanwhile, according to Aqsa (2020), the indicators presented are in assessing the compensation received by employees as compensation for services provided to the company. Companies provide additional incentives as a form of additional compensation besides salaries and wages to employees. The compensation provided by the company to employees aims to support smooth work and increase their motivation. Additional rewards are given to all employees according to company policy to improve their welfare. According to Afandi (2018), the work environment includes everything around employees that can influence the implementation of their duties, such as temperature regulation with air conditioning, adequate lighting, and

other factors. Work environment indicators can be described as Lighting, Color, Air, and Sound.

3. Research Method

This research uses descriptive quantitative research methods to describe the phenomenon being investigated and test the hypotheses that have been previously formed. The use of questionnaires was used as a tool to collect data in this research. Using primary data, this was done by conducting a direct survey with the Yogyakarta City Manpower and Transmigration Service (*Dinas Tenaga Kerja dan Transmigrasi/Disnakertrans*) as the research object. In the context of this research, the population in question is all employees who work at the Department of Manpower and Transmigration (Disnakertrans) of Yogyakarta City, totaling 80 people. Determining the number of samples in this research was carried out using saturated sampling techniques. This technique refers to a situation where all members of the population are selected as samples for research. Using a questionnaire as a data collection tool by asking written questions to respondents via a questionnaire, which is accompanied by pre-prepared answer options. Each variable such as work discipline, compensation, and work environment is operationally defined with specific indicators and uses a Likert scale for measurement. Descriptive Analysis, Multiple Linear Regression, Statistical Tests (t-test and f-test), R-square test, Validity Test, to ensure that the questionnaire really measures the variable in question. Reliability Test. To measure the internal consistency of the instrument, a Cronbach's alpha coefficient test was carried out.

4. Research Result

This research involved all employees of the Yogyakarta City Manpower and Transmigration Department. A total of 80 respondents were selected for a deeper analysis of their characteristics, including age, gender, education level and length of service. Of the total of 80 respondents, there were 43 female employees or 53.8%, while there were 37 male employees or 46.3%. Most of the employees working at the Yogyakarta Manpower and Transmigration Service are aged 31-40 years, amounting to 50 people or 62.5%. In terms of education level, the majority of employees working at the Yogyakarta Manpower and Transmigration Service have a bachelor's degree, totaling 54 people with a percentage of 67.5%. With the majority of these educational backgrounds, organizations have highly educated employees who are expected to have good skills and abilities, so that they can work well and their performance is also good. Apart from that, most of the employees working at the Yogyakarta Manpower and Transmigration Service have worked for 6-10 years, namely 46 people or 57.5%. The length of time an employee has worked can show the amount of experience the employee has in carrying out their work, this is indicated by their mastery in their field of work.

Validity test results for employee performance variables (Y), work discipline (X1), compensation (X2), and work environment (X3) on employee performance at the Yogyakarta Manpower and Transmigration Service. Based on the test results, all of these variables were declared valid because the calculated t value exceeded the specified t table value. The employee performance variable (Y) consists of six indicators, namely Y1.1 to Y1.6, and all of them show a calculated t value that is greater than the t table, confirming the validity of this variable. Likewise, the variables work discipline (X1), compensation (X2), and work environment (X3), were all declared valid based on the test results. Therefore, it can be concluded that the variables used in this research are valid for analyzing the influence of work discipline, compensation and work environment on employee performance at the Yogyakarta Manpower and Transmigration Service.

Table 1. Validity Test Results

| Variable | t count | Information | |
|------------------------------|---------|-------------|-------|
| Performance (Y) | Y1.1 | 0.098 | Valid |
| | Y1.2 | 0.842 | Valid |
| | Y1.3 | 0.881 | Valid |
| | Y1.4 | 0.805 | Valid |
| | Y1.5 | 0.851 | Valid |
| | Y1.6 | 0.849 | Valid |
| Work Discipline (X1) | X1.1 | 0.835 | Valid |
| | X1.2 | 0.752 | Valid |
| | X1.3 | 0.855 | Valid |
| | X1.4 | 0.872 | Valid |
| | X1.5 | 0.861 | Valid |
| | X1.6 | 0.817 | Valid |
| | X1.7 | 0.827 | Valid |
| | X1.8 | 0.807 | Valid |
| | X1.9 | 0.837 | Valid |
| | X1.10 | 0.848 | Valid |
| Compensation (X2) | X2.1 | 0.858 | Valid |
| | X2.2 | 0.865 | Valid |
| | X2.3 | 0.762 | Valid |
| | X2.4 | 0.796 | Valid |
| | X2.5 | 0.617 | Valid |
| | X2.6 | 0.650 | Valid |
| Work environment (X3) | X3.1 | 0.579 | Valid |
| | X3.2 | 0.538 | Valid |
| | X3.3 | 0.467 | Valid |
| | X3.4 | 0.532 | Valid |

The Cronbach's Alpha value of all research variables exceeds 0.6. This means that the answers given by respondents to these variables are considered reliable. Thus, it can be concluded that the questionnaire used to measure these variables has an adequate level of reliability and can be trusted to be used in this research.

Table 2. Reliability Test Results

| Variables | Alpha Cronbach (0.6) | Test results |
|--------------------------|----------------------|--------------|
| Work discipline (X1) | 0.950 | Reliable |
| Compensation (X2) | 0.853 | Reliable |
| Working environment (X3) | 0.844 | Reliable |
| Employee performance (Y) | 0.926 | Reliable |

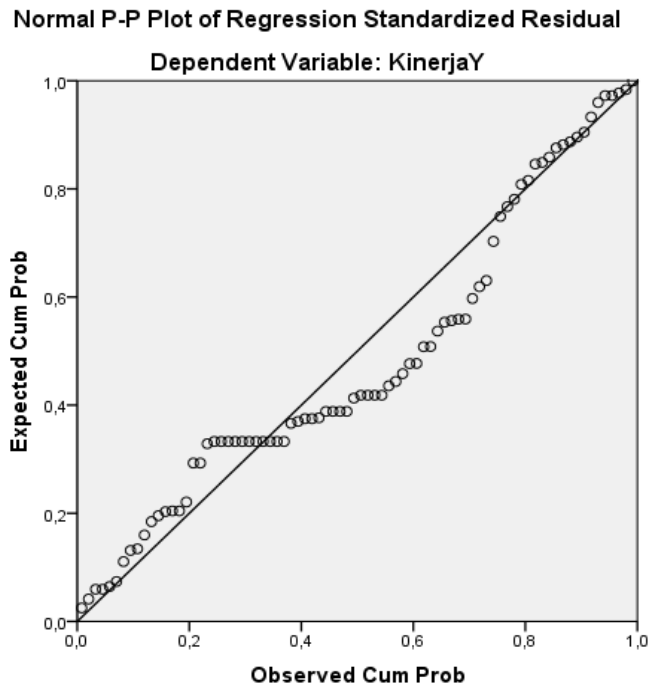


Figure 1. Normality Test Results (Probability Plot)

From Figure 1, it can be seen that the points on the Normal Probability Plot are collected around a straight line so that it can be concluded that the residuals of the regression model are normally distributed. To test whether the regression model meets the normality assumption Ghozali (2005) recommends two things. First, check whether both variables (independent and dependent) have a normal or close to-normal distribution. Second, review the data distribution graph regarding the diagonal line. If the data is distributed around the diagonal line or the histogram graph shows a normal distribution pattern, then the regression model meets the normality assumption. However, if the data is spread far from the diagonal line and/or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the assumption of normality. However, if the data is spread far from the diagonal line and/or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the assumption of normality. Testing the normality of this research uses the SPSS 21 program.

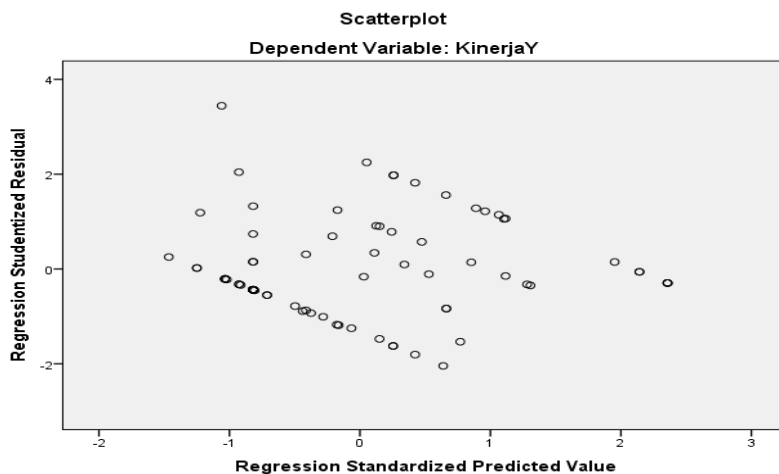


Figure 2. Heteroscedasticity Test Results

Figure 2, The scatterplot graph shows that the points are distributed randomly and evenly above and below the number 0 on the Y axis. Apart from that, there are no clear patterns such as waves or patterns that develop and narrow on the scatterplot graph. Thus, the conclusion that can be drawn is that there is no tendency for heteroscedasticity in the regression model of this research. The basic criterion in heteroscedasticity testing is the pattern that appears in the distribution of data points. Certain patterns, such as wave patterns, wide spreads, or pinching of points, indicate the presence of heteroscedasticity. On the other hand, if there is no clear pattern and the data points are randomly scattered around zero on the Y-axis, this indicates the absence of heteroscedasticity.

Table 3. Multicollinearity Test Results

| Variable | VIF | Information |
|--------------------------|-------|---------------------------------|
| Work discipline (X1) | 1.228 | Multicollinearity did not occur |
| Compensation (X2) | 1.402 | Multicollinearity did not occur |
| Working environment (X3) | 1.278 | Multicollinearity did not occur |

The multicollinearity test is carried out to evaluate whether there is a correlation between the independent variables in the regression model. A good regression model should not show any correlation between independent variables. Detection of multicollinearity in the regression model can be done by checking the Variance Inflation Factor (VIF). From this analysis, it can be seen that the Variance Inflation Factor (VIF) values for work discipline, compensation and work environment are all below 10. Therefore, it can be concluded that the independent variables in this study meet the criteria for avoiding multicollinearity.

The work discipline variable measured through 10 statement items, showing that the assessment response to the work discipline variable obtained the highest average value for the item "Regulations for entry and leave work hours in the company must be effective" with a value of 4.43. The lowest average value is found in the item "never absent during working hours" with a value of 4.24. The average value of the overall work discipline variable is 4.33 which is in the interval 4.20 to 5.00 or in the very high category. The compensation variable is measured through 6 statement items, showing that the assessment response to the compensation variable obtained the highest average value for the item "The company pays attention to meeting employee needs and facilities" with a value of 4.33. The lowest average value is found in the item "feel satisfied with the compensation currently received" with a value of 4.10. The average value of all compensation variables is 4.20 which is in the interval 4.20 to 5.00 or in the very high category.

The work environment variable is measured through 4 statement items. Assessment of the work environment variable shows that the item with the highest average value is "feeling that sunlight meets the requirements for lighting in the work space," with a score of 4.35. In contrast, the item with the lowest mean score was "feel bothered by noise at work," which had a score of 4.13. The overall average of the work environment variable is 4.26, which falls within the interval of 4.20 to 5.00, so it is categorized as very high. The performance variable is measured through 6 statement items. The results of the performance variable assessment show that the item "The quality of the work I produce is in line with the agency's expectations" has the highest average value of 4.45. In contrast, the item with the lowest average value is "requires supervision to control work activities" with a value of 4.29. Overall, the performance variable has an average value of 4.37, which is in the range of 4.20 to 5.00 or in the very high category.

Table 4. Test of work variables

| Work discipline variables | Average | Criteria |
|--|----------------|-----------------|
| I always come to work on time | 4.39 | Very high |
| Regulations on starting and leaving work hours in the company must be effective | 4.43 | Very high |
| I can complete work within the specified time | 4.34 | Very high |
| I can set my own time to complete work | 4.26 | Very high |
| I have never been absent during working hours | 4.24 | Very high |
| In my opinion, the work given by the boss must be done immediately | 4.33 | Very high |
| I always comply with the regulations given by the company | 4.34 | Very high |
| I don't want to break the rules for personal gain | 4.34 | Very high |
| After finishing work I always make a report | 4.33 | Very high |
| Daily work reports are proof that I have completed the work | 4.31 | Very high |
| Mean | 4.33 | Very high |
| Compensation Variables | | |
| I am satisfied with the compensation I receive at this time | 4.10 | High |
| The incentives I receive are in accordance with my work performance | 4.20 | Very high |
| The bonuses given by the company are able to increase employee enthusiasm at work | 4.28 | Very high |
| The company pays attention to meeting employee needs and facilities | 4.33 | Very high |
| I feel safe with the insurance provided | 4.16 | High |
| Men | 4.20 | Very high |
| Work Environment Variables | | |
| I feel that sunlight meets the requirements for lighting in the work space | 4.35 | Very high |
| I feel that the color of the room where I work is good and does not interfere with my work | 4.31 | Very high |
| I feel disturbed by the noise at work | 4.13 | High |
| I feel that the air circulation in the room where I work is appropriate | 4.26 | Very high |
| Mean | 4.26 | Very high |
| Performance Variables | | |
| The quality of the work I produce is in line with the agency's expectations | 4.45 | Very high |
| I am able to achieve production targets and master my work well | 4.41 | Very high |
| I can complete work on time | 4.34 | Very high |
| I do not waste the budget that has been set | 4.34 | Very high |
| I need supervision to control work activities | 4.29 | Very high |
| I prioritize collaboration with colleagues in completing work | 4.40 | Very high |
| Mean | 4.37 | High |

The results of multiple linear regression analysis, it was found that the variables work discipline (X1), compensation (X2), and work environment (X3) had a significant influence on employee performance at the Yogyakarta Manpower and Transmigration Service. The regression equation resulting from this analysis is $Y =$

0.295 + 0.323X1 + 0.390X2 + 0.244X3. X1(b1) = 0.323, with a t value of 3.522 and a significance of 0.001. X2(b2) = 0.390, with a t value of 4.148 and a significance of 0.000. X3(b3) = 0.244, with a t value of 2.840 and a significance of 0.006. Based on the information listed in Table 5. interpretation of the t test results. Testing the effect of work discipline on employee performance. By using a significance level of $\alpha = 5\%$, the significance value obtained is 0.001. Therefore, the significance value is (0.001) or (0.001 < 0.05). This shows that the work discipline variable has a significant influence on employee performance. Thus, based on the results of this test, the first hypothesis which states that work discipline has a positive effect on employee performance at the Yogyakarta Manpower and Transmigration Service is proven to be correct.

Testing the effect of compensation on employee performance using a significance level of $\alpha = 5\%$, found a significance value of 0.000. Therefore, the significance value is smaller than 0.05, or 0.000 < 0.05. This shows that the compensation variable has a significant influence on employee performance. From the results of this test, it can be concluded that the second hypothesis which states that there is a positive influence of compensation on employee performance at the Yogyakarta Manpower and Transmigration Service can be proven. Testing the influence of the work environment on employee performance using a significance level of $\alpha = 5\%$, obtained a significance value of 0.006. This shows that the significance value is smaller than 0.05, or in other words, 0.006 < 0.05. This means that work environment variables have a significant influence on employee performance. The results of this test prove that the third hypothesis which states that the work environment has a positive influence on employee performance at the Yogyakarta Manpower and Transmigration Service is proven.

Table 5. Linear Regression Test Results

| Model | Unst. Coef. Beta | Std. Error | Std. Coef. Beta | t | Sig |
|-----------------------|-----------------------------|-----------------------|----------------------------|----------|------------|
| (Constant) | 0.295 | 0.445 | | 0.663 | 0.509 |
| Work DisciplineX1 | 0.323 | 0.092 | 0.306 | 3.522 | 0.001 |
| CompensationX2 | 0.390 | 0.094 | 0.385 | 4.148 | 0.000 |
| Work EnvironmentX3 | 0.244 | 0.086 | 0.251 | 2.840 | 0.006 |
| t Test Results | | | | | |
| (Constant) | 0.295 | 0.445 | | 0.663 | 0.509 |
| Work DisciplineX1 | 0.323 | 0.092 | 0.306 | 3.522 | 0.001 |
| CompensationX2 | 0.390 | 0.094 | 0.385 | 4.148 | 0.000 |
| Work EnvironmentX3 | 0.244 | 0.086 | 0.251 | 2.840 | 0.006 |

The Adjusted R² value obtained is 0.516. This means that variations in employee performance at the Yogyakarta Manpower and Transmigration Service are influenced by variations in work discipline, compensation and work environment by 51.6%. Meanwhile, the remaining 38.4% is influenced by other variables not included in this research model. Aims to assess the extent of the combined influence of work discipline, compensation and work environment on employee performance. The results of this analysis were carried out using the Coefficient of Determination (R²) test with the help of the SPSS version 21.00 program.

Table 6. Coefficient of Determination Test Results (R²)

| R | R Square | Adjusted R Square | F-count | Significance |
|----------|-----------------|--------------------------|----------------|---------------------|
| 0.731 | 0.534 | 0.516 | 29.038 | 0.000 |

In Table 6, the results a significant F value of 0.000 is obtained, which indicates that this value is smaller than the significance threshold of 0.05. From this it can be

concluded that factors such as work discipline, compensation and work environment together have a significant influence on employee performance. Thus, through this testing, the fourth hypothesis which states that work discipline, compensation and work environment have a simultaneous influence on employee performance at the Yogyakarta Manpower and Transmigration Service is proven.

Research results show that the level of work discipline is positively correlated with employee performance. In other words, the higher the level of work discipline possessed by employees, the better their performance in carrying out their work will encourage increased performance of these employees. In the work discipline variable, the highest mean value obtained was 4.43, namely regarding regulations regarding entry and exit hours in the company that must be effective. This shows that employees who have high discipline in obeying the rules when coming to work and also when leaving work have good performance. Based on item analysis, namely correlating the score of each item with the variable score (the sum of all question item scores) (Pranitasari & Khotimah, 2021). The correlation technique used is Pearson Correlation. Calculations are carried out with the help of the SPSS computer program. A question item is considered valid if it has a calculated r value that is greater than the r table. With a total of 80 respondents, the r -table value obtained was 0.2199.

Apart from that, it is also strengthened by previous research conducted by Natasya & Aura (2023) analyzing the influence of work discipline, work motivation and work environment on employee performance at PT. So Good Food Manufacturing Tangerang Regency and this research say that work discipline has a simultaneous and significant effect on employee performance. This test shows that the compensation variable is proven to have a positive effect on employee performance, which means that the higher the compensation received by employees, the greater their performance. In terms of compensation, the largest mean value was obtained, namely 4.33, namely that the company pays attention to meeting the needs and facilities for employees. This indicates that the compensation received by employees is sufficient to meet their living needs and the facilities provided have encouraged employees to improve their performance.

Based on previous research conducted by Astuti & Suhendri (2019), this aim was to analyze how compensation and motivation affect employee performance. The results show that overall compensation has a positive impact on employee performance at PT. Tunas Jaya Utama. According to research conducted by Alfiansyah (2021), it was concluded that compensation has a positive and significant impact on the productivity of employees at Jampangkulon General Hospital. These results show that the work environment has a positive influence on employee performance, so that the better the work environment of employees can improve the performance of employees. In the work environment variable, the highest mean value was obtained at 4.35, namely regarding the feeling that sunlight meets the requirements for lighting in the work space. In this way, a good work environment, such as adequate lighting needs from sunlight for the work space, can make employees comfortable and will work more diligently.

Previous research said by Tangkawarouw (2019) showed that it had a significant impact on the performance of PT employees. Surya Wenang Indah. The Influence of Work Discipline, Compensation, and Work Environment on Employee Performance. The results of the multiple linear regression test show that there is a significant influence of the variables of work discipline, compensation and work environment together on the performance of employees of the Yogyakarta Manpower and Transmigration Service. This shows that work discipline, compensation and work environment have been able to make a significant contribution in improving employee performance at the Yogyakarta Manpower and Transmigration Service. In this way, employees who have high discipline will work

in accordance with existing regulations, so that their level of discipline can improve their performance. Employees who receive compensation in accordance with their hopes and desires have been able to encourage employees to work diligently so that their performance also increases. Then, with the support of a pleasant environment, both non-physical and physical, such as relationships with co-workers, employees can work optimally so they can improve their performance. The results of this research are in line with research by Janah & Bhirawa (2022) which concluded that compensation, work discipline and the work environment simultaneously have a significant effect on employee performance.

Work discipline on the performance of Yogyakarta City Manpower and Transmigration Department employees can have a significant impact on their performance. Therefore, it is important for organizations to pay sufficient attention to the factors that influence the level of work discipline and employee performance. Compensation for employee performance, in this context, employees of the Yogyakarta City Manpower and Transmigration Service, is available which influences employee performance. With his hopes and desires, he has been able to encourage employees to work diligently so that their performance also increases. The work environment influences the performance of employees of the Yogyakarta City Manpower and Transmigration Service. This shows that support from a pleasant environment, both physical and non-physical, has a positive impact on employee performance, such as relationships with co-workers which also enable employees to work optimally so they can improve their performance. The results of this research are used as input for agencies at the Yogyakarta City Manpower and Transmigration Service regarding serving the community and need to increase compensation to influence job satisfaction for employees at the Yogyakarta City Manpower and Transmigration Service.

5. Conclusion

Based on the results of analysis and hypothesis testing, the conclusion is that work discipline has a positive effect on employee performance at the Yogyakarta Manpower and Transmigration Service. Compensation has a positive effect on employee performance at the Yogyakarta Manpower and Transmigration Service. The work environment has a positive effect on employee performance at the Manpower Service. Work discipline, compensation and work environment simultaneously have a positive and significant effect on employee performance at the Yogyakarta City Manpower and Transmigration Service. Based on the results of the descriptive analysis, it can be concluded that the work discipline variable can be seen to have the lowest average value on the indicator of never being absent during work. Thus, it is recommended that the management of the Yogyakarta City Manpower and Transmigration Department create training to motivate them to work. From the results of the descriptive analysis of the compensation variable, it can be seen that it is important for organizations to provide remuneration that is in line with employee expectations and desires so that employees are satisfied. With satisfied employees, motivation will increase and job satisfaction will also increase. The results of descriptive analysis on work environment variables can show the importance of organizations to provide comfort for employees, especially avoiding noise in the workplace which can disturb employee comfort and can have an impact on decreasing employee performance.

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