

The Effect of Word Discipline and Giving Rewards on Employee Performance at PT Inhutani I Banjarbaru, South Kalimantan

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Abstract

This study aims to examine the effect of employee work discipline, and reward giving on employee performance at PT Inhutani I Banjarbaru, South Kalimantan. Sampling used a saturated sample, namely taking the entire population as a sample, a total of 30 employees working at PT. Inhutani I Banjarbaru, South Kalimantan. Data collection techniques through observation, questionnaires or questionnaires, and documentation. The analysis tool used was SPSS Version 125. The results showed that work discipline (X_1) and reward (X_2) both partially and simultaneously had a significant effect on employee performance (Y) at PT Inhutani I Banjarbaru South Kalimantan, as evidenced by the test results t (partial) work discipline variable which has a significant $0.002 < 0.05$ ($\alpha = 5\%$) and reward variable which has a significant $0.009 < 0.05$ ($\alpha = 5\%$). As well as work discipline and giving rewards together (Simultaneously) have a significant effect on employee performance at PT Inhutani I Banjarbaru, as evidenced by the results of the significance value of the F test output of $0.000 < 0.05$ ($\alpha = 5\%$).

Keywords: *work discipline; giving rewards; employee performance*

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INTRODUCTION

It has become commonplace that every company always wants the performance of its employees to continue to improve over time because improving employee performance will contribute to the progress of the company itself (Mardjuni et al., 2022). To improve good employee performance, of course, high discipline is needed from employees. To achieve the desired goals, the company must continue to maintain or maintain and even improve the work discipline of its employees (Mansyur et al., 2017; Bahtiar et al., 2021). Because work discipline will have implications for improving employee performance (Rahim et al., 2024). Discipline has a significant influence on employee performance (Suriani et al., 2024).

Furthermore, to improve employee performance, apart from increasing discipline, it is also necessary to give rewards or awards to employees who perform well in the form of providing additional incentives in the form of bonuses and even opportunities to get promotions (Serang et al, 2023). To help employees achieve effective performance, organizations can pay attention to several things other than work discipline, namely providing rewards (Yaldi & Arati, 2020). Rewards have the meaning of rewards received by

employees in return for the work they provide. Giving rewards or awards partially has a significant effect on employee performance (Wahyuni et al, 2022; Karim & Syamsuddin, 2024).

PT Inhutani I as a forestry State-Owned Enterprise holding company under the auspices of Perum Perhutani Group operates in the fields of natural forest management, plantation forest management, the industrial processing of wood and non-timber forest products, agroforestry, and forest tourism services (Karim et al, 2023). Of course, you have big desires or hopes for how to ensure that your employees can perform well (Fitriana et al, 2021). Improving the performance of PT Inhutani employees is required to continue to strive to improve the discipline of its employees and provide appreciation in the form of awards to employees who excel or perform well (Daga et al., 2024). Increasing employee discipline and providing rewards for employees who excel, will certainly open up opportunities for improving employee performance (Abduh et al., 2024). Realizing the importance of improving employee performance through enforcing work discipline and providing rewards for its employees, PT Inhutani I has taken various steps, including strictly enforcing the rules, namely providing sanctions for employees who are not disciplined and providing appreciation in the form of awards for employees who excel or perform well (Hasniati et al., 2023). Through these efforts, the performance of employees at PT Inhutani I, Banjarbaru City, South Kalimantan continues to improve from time to time. From this background, researchers conducted research to examine the extent of the influence of work discipline and giving rewards on employee performance.

LITERATURE REVIEW

1. Work discipline

Work discipline can be defined as an attitude of respect, respect, obedience, and obedience to applicable regulations, both written and unwritten, and being able to carry them out and not evade accepting sanctions if employees violate the duties and authority given to them (Iskandar et al., 2023). Workforce discipline is very closely correlated with work motivation and morale. Work discipline can be developed formally through discipline development training, for example in working by respecting time, energy, costs, and so on. Instilling work discipline in the workforce can also be developed through leadership that can be a role model for the workforce (Rifai et al., 2023). The example of a company manager can usually generate strong work discipline for workers who dedicate themselves under the leadership of the manager concerned, even if this leadership is very ineffective. Work discipline is a person's awareness and willingness to comply with all company regulations and applicable social norms (Salim et al, 2024). Awareness is the attitude of a person who voluntarily obeys all regulations and is aware of his duties and responsibilities.

2. Giving rewards

Employees receive awards as a reward for the work they have done and for the achievements they have made. Rewards are rewards given to motivate employees to achieve high productivity (Sudarsono et al., 2020). Rewards are rewards in the form of money given to those who can work beyond predetermined standards. A reward is something that is given to someone because they have achieved the desired achievement (Asmirah et al., 2023). With the opinions of the experts above, Santuryana et al., 2023 concluded that rewards are a form of recognition for a particular achievement that is given in material and non-material form by an organization or institution to individuals or groups of employees so that they can work well. high motivation and achievement in achieving organizational goals (Karim et al., 2023).

3. Performance

By definition, performance is the level of achievement of the work results of a person or group of people in an organization within a certain period (Karim et al., 2021). By the

scope of authority and responsibility of each to achieve organizational goals and carried out legally, without violating the law, and by morals and ethics. Conceptually, performance can be seen from two sides, namely individual performance and organizational performance (Karim et al., 2022; Karim et al., 2024). Individual performance is the result of the work of individual members of an organization or company employees, while organizational performance is the total work results achieved by the organization (Abdullah et al., 2017). Individual performance and organizational performance are closely related to each other. Achieving organizational goals is of course greatly influenced by the resources available in the organization, including members who play an active role as actors in efforts to achieve the organization's goals.

Organizational performance achievement is the aggregation or summation of the performance of all divisions within the organization, while divisional performance achievement is the aggregation of the performance of all individuals included in it. Based on the information above, it can also be interpreted that performance is all the results produced in a specific job function or activity during a specific period. Overall performance on the job is equal to the sum or average of performance on the essential job functions. Functions related to the job will be performed and not performed with individual performance characteristics.

4. Empirical review

Reward and punishment systems as a trigger in improving employee performance. Research results show that employee performance is influenced by good rewards that come from salary, allowances, bonuses, interpersonal awards in the form of praise, promotions, and achievements in the form of a sense of satisfaction and pride from the company. Employee performance is influenced by punishment in the form of light punishment, medium punishment, and heavy punishment (Burhanuddin et al., 2019). The research results show that there is a positive influence on employee performance at the Makassar City Transportation Service Office. The influence of work discipline and work environment on the performance of Hotel Emerald Garden Medan employees with the results obtained namely that work discipline and work environment simultaneously have a significant effect on the performance of Hotel Emerald Garden Medan employees.

The Influence of Work Discipline and Work Motivation on Employee Performance at the South Tangerang General Hospital with the results obtained, namely that partially the Work Discipline variable has a significant influence on performance. Partially the Work Motivation variable has a significant influence on Performance (Tira et al., 2023). The influence of work discipline and work environment on employee performance, a case study of PT employees. Pertamina (Persero) Refinery Unit IV Cilacap found that the research results showed that work discipline and work environment variables simultaneously had a significant influence on employee performance at PT. Pertamina (Persero) Refinery Unit IV Cilacap. The Influence of Work Discipline and Motivation on Employee Performance at the Kanjuruhan Regional General Hospital, Malang.

METHODOLOGY

This research includes quantitative explanatory research, namely testing the influence between variables, in this case, the influence of the variables Discipline (X_1), and Reward (X_2) as an independent variable on employee performance (Y) as a dependent variable. Population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study was 30 employees of PT Inhutani I Banjarbaru. The sample is part of the number and characteristics possessed by the population (Sugiyono, 2017). The sampling technique uses a saturated sample, which involves the entire population as a sample of 30 people. The analysis tool used is the SPSS application

ANALYSIS AND DISCUSSION

1. Validity test

From the validity test carried out, the validity test results were obtained as shown in table 1 below:

Table 1. Validity test results

Variable	Items	R-value table	Calculated R-value	Sig value	Description
Work discipline (X ₁)	X1.1	0.3494	0.414	0.000	Valid
	X1.2	0.3494	0.639	0.000	Valid
	X1.3	0.3494	0.765	0.000	Valid
	X1.4	0.3494	0.786	0.000	Valid
	X1.5	0.3494	0.626	0.000	Valid
	X1.6	0.3494	0.432	0.000	Valid
Giving rewards (X ₂)	X2.1	0.3494	0.612	0.000	Valid
	X2.2	0.3494	0.451	0.000	Valid
	X2.3	0.3494	0.697	0.000	Valid
	X2.4	0.3494	0.678	0.000	Valid
	X2.5	0.3494	0.713	0.000	Valid
	X2.6	0.3494	0.582	0.000	Valid
	X2.7	0.3494	0.708	0.000	Valid
Employee performance (Y)	Y1	0.3494	0.439	0.000	Valid
	Y2	0.3494	0.558	0.000	Valid
	Y3	0.3494	0.716	0.000	Valid
	Y4	0.3494	0.662	0.000	Valid
	Y5	0.3494	0.757	0.000	Valid
	Y6	0.3494	0.571	0.000	Valid

Source: Result findings, 2024.

From Table 1 above, it can be seen that all calculated R values for questionnaire question items on the research variables used produce calculated R values > R table where R table for a sample size of n = 30 is 0.3494 (two-way test) so that all question items in each questionnaire can be declared valid.

2. Reliability test

From the reliability tests carried out, the results of the reliability tests were obtained as contained in Table 2 below:

Table 2. Reliability test results

Variable	Cronbach alpha	N of Items	Description
Work discipline (X ₁)	0.669	6	Reliable
Giving rewards (X ₂)	0.751	7	Reliable
Employee performance (Y)	0.677	6	Reliable

Source: Result findings, 2024.

Based on table 2 above, shows that the Cronbach Alpha value for each variable is > 0.600, so it can be said that the reliability of the questionnaire is acceptable.

3. Normality test

The normality test aims to test whether, in the regression model, the discipline variables, reward giving, and employee performance levels have a normal distribution. Data is said to be normally distributed if the data converges on the mean and median values so that the curve resembles a symmetrical bell, then the data can be considered representative

of the population. The normality test can be carried out in various ways, one of which is the Shapiro-Wilk test.

To decide on accepting or rejecting the hypothesis, pay attention to the Shapiro-Wilk Tests of Normality table in the Sig column. With the criteria, if the significance value is > 0.05 then H_0 is accepted, and if the significance value is ≤ 0.05 then H_1 is rejected. As for the normality test results, use the Shapiro-Wilk test with the SPSS 25 application.

In the Shapiro-Wilk column, it is known that work discipline (X_1) has a significance value that is greater than the significance level (or), this shows that the distribution of data on work discipline (X_1) is normally distributed. And giving rewards (X_2) has a significant value that is greater than the significance level (or), this shows that the distribution of data on giving rewards (X_2) is normally distributed and the employee performance variable (Y) has a significant value that is greater than the significance level (or), this shows that the distribution of data on Employee Performance (Y) is normally distributed. Because the three variables have a normal distribution, the multicollinearity test is continued.

4. Multicollinearity test

The purpose of using the multicollinearity test in research is to test whether the regression model finds a correlation (strong relationship) between the dependent variable and the independent variable. A good regression model should not correlate with the dependent variables or have no symptoms of multicollinearity. Basic decision-making in multicollinearity tests (tolerance and VIF). The results of the Multicollinearity test with the SPSS 25 application are shown in Table 3 below:

Table 3. Multicollinearity test results

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work discipline	.944	1.059
Giving rewards	.944	1.059

Source: Result findings, 2024.

Based on the coefficients table, in the collinearity statistics tolerance column, it is known that work discipline (X_1) and reward giving (X_2) have a tolerance value greater than 0.10, meaning that the two variables do not have multicollinearity in the regression model.

5. Multiple regression test

After carrying out the classical assumption test and all the results stated that they met the requirements, a multiple regression test was carried out. Based on data processing and analysis using the SPSS version 25 program on the independent variables, namely the Work Discipline variable (X_1) and the Rewards variable (X_2) on the dependent variable, namely the employee performance variable (Y), the regression equation can be seen by looking at the coefficients on the unstandardized coefficients, the results of which can be seen in Table 4 as follows.

Table 4. Results of multiple regression analysis

Model	Unstandardized coefficients	
	B	Std. Error
1 (Constant)	2.813	4.531
Work discipline	.552	.164
Giving rewards	.292	.104

Source: Result findings, 2024.

Table 4 coefficients provide information on the regression equation and whether or not there is an influence of work discipline variables and giving rewards partially (individually) and simultaneously (together) on employee performance variables. The regression equation formula in this analysis or research is as follows:

$$Y = a + b_1x_1 + b_2x_2$$

$$Y = 2,813 + 0,552x_1 + 0,292x_2$$

Based on this formula, it can be explained as follows.

- (1) $a = 2.813$, meaning that this number shows employee performance if work discipline and rewards are rejected.
- (2) $b_1 = 0.552$, meaning that if the work discipline factor value increases by 1, then employee performance will increase by 0.552.
- (3) $b_2 = 0.292$ means that if the value of the reward factor increases by 1, then employee performance will increase by 0.292.

The results of the regression equation show that there is a positive influence between work discipline on employee performance, this is shown by the coefficient of the work discipline variable being positive. If the reward variable has a positive sign, it means there is a positive influence on the employee's work level, so a partial (t-test) and simultaneous (F test) difference test is carried out.

CONCLUSION

The t-test shows how much influence an explanatory variable individually has in explaining variations in the dependent variable. A reference that can be used as a basis for decision-making by looking at the significance value (Sig). From the results of the regression analysis that has been carried out, the significance value of the data can be seen. The coefficient of determination (R²) aims to measure the model's ability to explain variations in the dependent variable with a value between zero and one. This coefficient of determination is used to see how much influence each independent variable has, namely work discipline (X₁) and reward (X₂) on employee performance (Y).

The influence of the independent variable on the related variable as shown by the coefficient of determination (R-square) is 0.482 or 48.2%. So, it can be concluded that the rise and fall of the related variables, namely employee performance (Y), is influenced by the independent variables work discipline (X₁) and Rewards (X₂) by 48.2%, while the rest is influenced by other variables outside this research. From the R square results obtained and consulted in Table 3 of the coefficient of determination category, the level of relationship in the category is medium.

Based on the results of the study above, it can be concluded that work discipline (X₁) partially has a significant effect on employee performance (Y) at PT Inhutani I Banjarbaru South Kalimantan, which is proven by the results of the t-test (partial) that the work discipline variable has a significant $0.002 < 0.05$ ($\alpha = 5\%$). Giving rewards (X₂) partially has a significant effect on employee performance (Y) at PT Inhutani I Banjarbaru, which is proven by the results of the t-test (partial) that the work discipline variable has a significance of $0.009 < 0.05$ ($\alpha = 5\%$). Work discipline (X₁) and giving rewards (X₂) simultaneously have a significant effect on employee performance (at Y) of PT Inhutani I Banjarbaru, which is proven by the results of the significant value of the F test output (simultaneous) of $0.000 < 0.05$ ($\alpha = 5\%$).

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