

The Influence of Discipline on the Performance of State Civil Apparatus Mediated by Compensation (Study at the Office of the Ministry of Religion of Tanah Laut Regency)

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ABSTRACT

This study aims to analyze (1) the effect of discipline on compensation, (2) the influence of discipline on Performance, (3) the effect of compensation on Performance, and (4) the influence of discipline on the Performance of the Civil Servant of the Office of the Ministry of Religion of Tanah Laut Regency mediated by compensation. The method used is explanatory. The research population is all ASN in the Office of the Ministry of Religion of Tanah Laut Regency. The sampling technique used is Census taken is 58 people. The process (method) used is a questionnaire. This study's primary data is quantitative data analyzed through regression. The results of the study show: (1) There is a positive and significant influence of discipline on compensation. (2) There is a positive and significant influence of discipline. (3) there is a positive and significant effect of compensation on Performance, and (4) compensation cannot be a mediating variable between Discipline and Performance of Civil Servant at the Office of the Ministry of Religion of Tanah Laut Regency.

INTRODUCTION

Until moment these still, many societies consider that the performance apparatus government does not yet show high capability as well is no professionalism and quality in operating work, this could see through various deviations that occur in the growing bureaucracy terrible as well as the effect on the level of public trust to bureaucracy decreased. Expected bureaucracy can become a motivator and, simultaneously, a catalyst for rolling development. No skilled operating role as leading bureaucracy ability organizes tasks and functions organization respond to the aspirations of the public in organizational and birthing activities and programs purposeful innovation for making it easy performance organization as part from exists professional Apparatus.

The above conditions are supported by a statement made by the former Minister of Empowerment civil servant that still many Apparatus State Civilians (ASN) who do not enter work, aka skipping without there is clear reasons and professionalism state apparatus still low that is about 40% and figures this far from home as well of 4 million total Apparatus Civil State of the country when this only 47% have good Performance while others only eat wages blind. For control inside changes, an organization's source power, human resources (HR), is one asset that is not the priceless price because it could give a meaningful contribution to unit work in a manner that is effective and efficient, productive and competitive. The necessary constraints get attention for facing the issues raised above and for realizing Performance suitable apparatus at least could be influenced by factors among others is compensation and discipline within the organization.

Compensation given to Apparatus State Civil in principle to Fulfill needs, material and non-material, and expected will stimulate an Apparatus State Civil to do action or job to develop the potential within something organization and ultimately will get more welfare good again. Compensation is urgent given because could expect every individual Apparatus State civil works loud and enthusiastically to reach high productivity work because that one manager is obliged to create a possible atmosphere in a manner experience compensating workers to be able to work in a manner adequate to produce something the best results for the organization nor for them alone.

Through the application Regulation Government Republic of Indonesia Number 53 of 2010 concerning Discipline Civil Servants, i.e., the ability of Civil Servants to obey obligation and avoid specified prohibitions in regulation legislation in implementation operational formed as effort Upgrade discipline Apparatus State Civil through monitoring on results evaluated work level his discipline Head of the Office of the Ministry of Religion of Tanah Laut Regency in a manner complete make report about development implementation discipline in the work unit Report in a manner routine needed for evaluated and acted upon carry on discipline Discipline with the system include Head Sexy has run enough fine however because discipline more focused to staff resulted in activity nothing yet supervised and yet effective therefore after each Section give monitoring reviewing and analyzing report activity discipline than in a manner effective could running optimally.

Related with compensation and discipline Apparatus State Civil Office of the Ministry of Religion of Tanah Laut Regency when connected with reality on the ground demands to salary and benefits especially in Apparatus Still state civil have rank class III to under considered still minimal happen as results interviews and notes writer this because need more life urgent and more tall naturally result in indiscipline Apparatus Internal State Civil work everyday This is deeply felt of the 58 civil servants, 5 people or 8.63% of them often complained dissatisfaction on salary and benefits received With exists dismay the raises lack of passion and discipline so that low impact performance Apparatus State Civil Office of the Ministry of Religion of Tanah Laut Regency Related with Performance that's based on observation author and information head office that ASN performance at the Office of the Ministry of Religion of Tanah Laut Regency lately this experience decrease like exists almost 50% ASN not collect or no report Daily Performance Report monthly since mid 2019 yes some LPJ activities that have not finished decreased spirit services at PTSP, fell spirit cooperation and very little once an ASN is assessed achievers in his job. To know objective conditions about linkages Among Compensation Discipline and Apparatus Performance in Civil Country, a writer is interested in stage study to problem this with the Title: " Influence Discipline Against Apparatus Performance Mediated Civil State With Compensation (Study at the Office of the Ministry of Religion of Tanah Laut Regency)."

THEORETICAL REVIEW

Performance Concept

Performance is the results or level of success somebody in a manner whole During period confident inside carry out Duty compared to various possibilities like expected results, work target or target or criteria that have been determined especially before and have agreed upon together (Rivai 2016:14). Stolovitch and Keeps (Rivai 2016:15) performance is set results achieved and refers to action achievement as well as implementation something requested job Meanwhile according to Robins (Rivai 2016:15) performance is function interaction Among ability or ability (A), motivation or motivation (M) and opportunity or opportunity (O). So that Performance = f (A x M x O). Thereby Performance is determined by factors of ability, motivation, and opportunity Suprihanto (Srimulyo 2016:33) said that the Performance or achievement of an employee During a period certain compared to with possibility, for example, standards, targets/targets or Performance that has determined predominantly beforehand and agreed together From various definition above Rivai (2016:17) concluded that Performance is achievement achieved by a person in carrying out his job or his job in accordance established standards and criteria for the profession it

Leaders in the organization are very aware exists other Performance Among one employee with employee others below their supervision. Although employees work at the same place, productivity is different. Different performances this caused by two factors (As'ad 2017:49), namely: factors of individuals and situations work Rivai (2016:16) added that Performance in

operating functions does not stand alone but relates to satisfaction work and level of rewards which skills, abilities, and traits individual influences. According to Gibson as quoted Srimulyono (2016:39), there is three device influencing variables behavior and achievement work or Performance namely: individual variables organizational and Variables psychological, while Tiffin and Mc. Cormick (Srimulyo, 2016:40) suggests variables that can influence Performance, namely: individual variables and situational variables: Sustemeister (Srimulyo 2017:40-41) suggests the opinion that Performance is influenced by two factors: Factors of Capabilities and Factors of motivation. As for the aspects of standard Performance, according to Anwar Prabu Mangkunegara (2012:18-19), it consists of quantitative and qualitative elements. Evaluation performance is an evaluation process of how much good an employee works when compared to a standard set and then communication information (Fahmi, 2010:65). Next factors in the evaluation of employee performance are Quality, Productivity, Knowledge position, Expertise Availability, and Independence.

Compensation

Compensation is a critical function in management source power human (MSDM). Compensation is one the most sensitive aspect of connection work. Compensation covers form payment cash, direct payment no live in form benefit employees, and incentives for motivating employees to work hard to increase productivity. According to Siagian (2016:132), compensation is reply services provided by the organization/organizations to the employee who can characteristic financial and non-financial in a fixed period. Compensation this intended as a reply to organizational rewards for sacrificing the time, energy and thoughts that have been given to the organization Panggabean (in Touring 2017) put forward compensation could be defined as every form of an award provided to employees as a reply service on their contribution give to the organization.

According to Tohardi (in Notoatmodjo 2017:12) suggests that compensation is counted based on evaluation work calculation compensation based on evaluation profession intended for getting close gift compensation worth and equity. Because when compensation felt no worth it and not fair by the employees, then no impossible matter the is a source of social jealousy social. Whereas according to Handoko (in Notoatmodjo 2017:12) referred to with compensation is all something that is received by employees as reply service for work them. Compensation could give in various type shape, such as: in form provision of money, provision of materials and facilities and in form gift opportunity career.

According to Hasibuan (2016:77), compensation is interpreted: " as all income in the form of money, goods live or no received employee immediately as reward on services provided to the organization. " Compensation can live given to the employee or not direct where the employee accepts compensation in non-monetary forms; several terminologies in compensation, according to Siagian (2016: 132), are wages/salary incentives, benefits, and facilities.

Components from the entire salary program are generally grouped into the compensation financial and non-financial. Financial compensation is something that is given in a form directly and directly, not direct.

Discipline

Discipline is something circumstances orderly because the people who joined in something organization submit and obey the existing regulations as well as carries out with like heart (Nitisemito 2017:32). Discipline in a positive sense, as stated by some expert following this Hodges (Asnawi 2016:34) said that " discipline could be interpreted as attitude somebody or group which intend for following rules that have set. " Concerning work, understanding discipline work is something attitude and behavior demonstrating behavior obedience to the employee to the regulation organization. Next, Discipline Work could be defined as "an attitude of respect, appreciate obey and obey applicable regulations whether written, or no written as well as being able to run it and don't dodge accepting the sanctions if he violates assigned tasks and powers him" (Sastrohadiwiryono, 2016)

Many influencing indicators level discipline an organization (Hasibuan, 2016). Among them: (1) goals and abilities, (2) role models leader, (3) reply services, (4) justice, (5) was at, (6) sanctions punishment, (7) firmness, and (8) relationship humanity as well as have not enough pretty high responsibility (Soejono 2017:87) Hasibuan (2016:194) argues that discipline is awareness and readiness for someone now obey all applicable rules and regulations. Awareness is the attitude of somebody in a manner volunteer follows all directions, and awareness will include duties and responsibilities; the answer is so he will comply/do all his job with no coercion. Willingness is something attitude, behavior, and deeds of somebody following rules, finely written or not. Somebody will be ready to obey all regulations and carry out his volunteer and forced duties.

Discipline is something attitude deed for always obeying the rules. In understanding, discipline is also concluded two critical factors, factor time and activity or actions. Discipline is an attitude, an act to always obey the rules. In the sense of discipline, two essential factors are also concluded: the time factor and the activity or deed (Anoraga 2016:46). Wyckoff and Unel as quoted Sudrajat (2016:5) mentions that discipline work is awareness will and readiness work for others to get obey and submit to all applicable rules and norms awareness work is attitude voluntary and is calling will duties and responsibilities answer for a employee Employee will abide by or work all his job with good and not obey his career that with coercion Willingness work is something attitude behavior and deeds someone suitable with Duty tree as a employee Employee must have principle and maximize potency work so that other employees follow suit so that could embed soul discipline in work According to Siagian (2016:305-306) exists two type discipline in organization that is preventive and in nature corrective Discipline preventive is actions that motivate employees for obey to various applicable terms and conditions standards that have set Discipline corrective if there is real employees -

accurate has do violation on applicable provisions or fail Fulfill criteria that have assigned to him imposed penalty disciplinary.

Triguno, as quoted by Sudrajat (2016:5), mentions that the aim tree from disciplining preventive is to push employees to have discipline, high personal order role leadership not too heavy with supervision which can turn off initiative creativity as well as participation source power human. Discipline corrective is the effort to apply discipline to actual employees has do violate applicable provisions or fail to Fulfill standards that have been assigned and to him impose penalties in a manner gradually Garret, as quoted by Sudrajat (2016: 5), mentions that when in the instructions an employee from group units work have completed task clear and done listen to the necessary problem did in his job too leader already try for help make his career in a manner well. Leadership gives wisdom criticism in operating his job; however somebody employee still permanently fails to reach standard orderly criteria, then though somewhat reluctantly then a need for a force to use action corrective accordingly rule applicable discipline.

According to Tohardi (Sutrisno 2016:91), discipline is tool mover employees. So, each profession could walk smoothly than just trying to exist good discipline. Punishment is the ultimate tool for enforcing discipline. Retainer Soediono (Sutrisno 2016:91) defines discipline as a growing power within the employee body that causes employees to voluntarily adapt to decisions, rules, and values from work and behavior. In a narrow sense, they are usually connected with punishment. Whereas punishing an employee only is part of problem discipline, such a thing seldom happens and is only done when efforts approached in a constructive manner experience failure.

Framework Think

This study uses three variables, namely the discipline variable and compensation variable as the independent variable and the performance variable as the dependent variable in this study is described as follows:

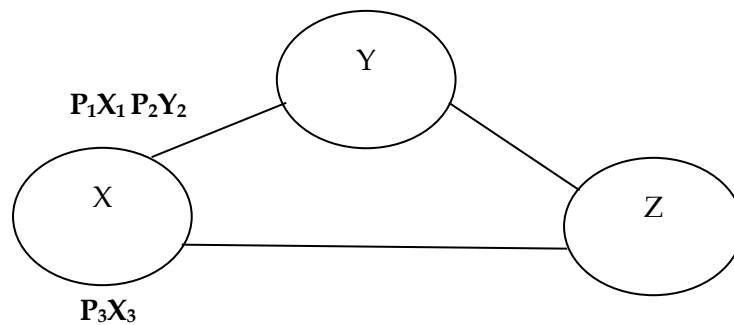


Figure 1. Conceptual Framework

METHODOLOGY

The method used in the study is Explanatory because the study this intended to predict the closeness of one influence to other variables between the predictor and one variable criterion (Sugiyono 2016: 219). On research, this population is All ASN in the Office of the Ministry of Religion of Tanah Laut Regency, as many as 58 people; engineering taking sample used is Census so in

a manner whole magnitude sample taken as many as 58 ASN people with status Civil Servants (PNS). Data collection was carried out with the use questionnaire. Data analysis was done with technique analysis, quantitative form Analysis Regression, and carrying out Instrument Tests in the form of Validity Tests and Reliability Tests, as well as performing an Assumption Test Classic.

RESULTS

Analysis Regression

With use related SPSS Release 23.00 Program assistance influence Discipline to Compensation at the Office of the Ministry of Religion of Tanah Laut Regency could be seen in the table following.

Table 1. Summary Model T Count Influence Discipline to Compensation at the Office of the Ministry of Religion of Tanah Laut Regency

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
1 (Constant)	32,658	3.315		9,851	.000		
Discipline	.227	.101	.287	2,246	.029	1,000	1,000

a. Dependent Variable: Compensation

Based on the table above, the Discipline variable significantly influences the Compensation received by State Civil Apparatuses at the Office of the Ministry of Religion of Tanah Laut Regency. This can be seen from the t_{count} value $2,246 > t_{\text{Table}}$ of $1,667$ with a probability of 0.003 lower than $\alpha = 0.05$ or more significant than a 5% significance level. The influence of Discipline and Compensation on Performance can be seen in the following table :

Table 2. Summary Models

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	-.622	3,817		-.163	.871
Discipline	.305	.073	.345	4.153	.000
Compensation	.715	.093	.638	7,684	.000

a. Dependent Variable: Performance

From the table above, the Discipline variable significantly influences the Performance of the Office of the Ministry of Religion of Tanah Laut Regency. This can be seen from the $t_{\text{count value}} 4,153 > t_{\text{Table of 1,667}}$ with a probability of 0.00 lower than $\alpha = 0.05$ or smaller than a 5% significance level. Likewise, the Compensation variable also has a significant influence on the Performance of the Office of the Ministry of Religion of Tanah Laut Regency, and this can be seen from the $t_{\text{count value}} 7,684 > t_{\text{Table of 1,667}}$ with a probability of 0.000 lower than $\alpha = 0.05$ or smaller than a 5% significance level. This shows that there is a positive and significant effect of work quality on the Performance of the Office of the Ministry of Religion of Tanah Laut Regency.

Table 3. Result Output F Count

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Change Statistics				
					R Square Change	FChange	df1	df2	Sig. FChange
1	.808 ^a	.652	.640	1.65273	.652	51,577	2	55	.000

a. Predictors: (Constant), Compensation, Discipline

Coefficient determination discipline and compensation is 652. This shows a positive influence or is in the same direction as the performance of the Office of the Ministry of Religion of Tanah Laut Regency. The r^2 number for the value factor is 652, which means that the contribution of Discipline and compensation to Compensation at the Office of the Ministry of Religion of Tanah Laut Regency is 65.2%, provided that other factors are constant. Thus the performance can produce good discipline and compensation at the Office of the Ministry of Religion of Tanah Laut Regency.

Effect of Discipline on the Compensation of State Civil Servants Office of the Ministry of Religion of Tanah Laut Regency

Based on the results of the analysis, Discipline has a significant influence on the Compensation received by the State Civil Apparatus at the Office of the Ministry of Religion of Tanah Laut Regency, and this can be seen from the $t - \text{count value} > t - \text{table}$ with a lower probability than a 5% significance level. This shows a positive and significant effect of discipline on the compensation received by state civil servants at the Office of the Ministry of Religion of Tanah Laut Regency. Taking into account the importance of the strategic role of human resources, organizations must use their human resources as selectively as possible to have good work abilities. One of them is by increasing employee performance through the provision of compensation according to remuneration to employees for the efforts they have made for the company because everyone who works has the motive to get benefits or benefits at work.

The Influence of Discipline on the Performance of the State Civil Apparatus, Office of the Ministry of Religion, Tanah Laut Regency

The analysis also shows that Discipline significantly influences the Performance of Employees in the Office of the Ministry of Religion of Tanah Laut Regency. This can be seen from the $t - \text{count} > t - \text{table}$ with a lower probability than the 5% significance level. This shows a positive and significant influence of discipline on the Performance of state civil servants at the Office of the Ministry of Religion of Tanah Laut Regency. As a public sector organization, the Office of the Ministry of Religion of Tanah Laut Regency must be performance-oriented to the community's interests. Therefore, employees of the Office of the Ministry of Religion of Tanah Laut Regency always need to be responsive to the demands of their environment.

This supports the opinion of Siagian (2012: 43), which states that work discipline can be interpreted as a condition created and formed through a series of behaviors that show the values of obedience, obedience, loyalty, order, and order. In this case, attitudes and behaviors are created through family development, education, and experience from the example of their environment. Discipline is a mental attitude that, with awareness and conviction, obeys the orders or prohibitions that exist in something because it understands the importance of these orders and bans very well.

The Effect of Compensation on the Performance of State Civil Servants at the Office of the Ministry of Religion of Tanah Laut Regency

The analysis results show that compensation significantly influences the Performance of ASN in the Office of the Ministry of Religion of Tanah Laut Regency. This can be seen from the $t - \text{count} > t - \text{table value}$ with a lower probability than the 5% significance level. This shows that there is a positive and significant effect of compensation on the Performance of the Office of the Ministry of Religion of Tanah Laut Regency, meaning that with the compensation given, it is appropriate for employees to show high Performance on work that should be completed according to the target desired by the organization.

With the organization's attention to increasing work morale, work suitability as desired, a positive attitude that has high loyalty, and work discipline that is still lacking in each organization, stimulation in the form of awards are needed. It must be given more attention because it influences the Performance of the State Civil Apparatus Office Ministry of Religion of Tanah Laut Regency. By paying attention to the compensation provided by the Office of the Ministry of Religion of Tanah Laut Regency, which the organization must provide, it will be able to produce good results or Performance as well as the quality of the work it carries out.

Effect of Discipline on the Performance of State Civil Apparatus Mediated by Compensation at the Office of the Ministry of Religion of Tanah Laut Regency

The results of the mediation variable test show that the compensation received by the State Civil Apparatus cannot be mediation for the influence of Discipline, and not Performance shows that the value obtained < 0.345 means it is not significant. This means that compensation cannot be a mediating variable between discipline and Performance at the Office of the Ministry of Religion of Tanah Laut Regency. Existing indicators support the results of this analysis, where there are several issues regarding the compensation that researchers encountered when conducting this research. Among others, the compensation given to ASN by the Office of the Ministry of Religion of Tanah Laut Regency still needs to be revised, especially what is striking about the salary indicator, which often experiences delays in the payment of employee salaries and unsatisfactory benefits. This will significantly affect the Performance of employees at work.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the analysis and discussion in the previous chapter, this research can draw the following conclusions: (1) There is Influence Discipline towards the compensation received by the State Civil Apparatus at the Office of the Ministry of Religion of Tanah Laut Regency is positive and significant, (2) There is influence Discipline on the Performance of State Civil Apparatus at the Office of the Ministry of Religion of Tanah Laut Regency is positive and significant, (3) there is an effect of compensation on the Performance of state civil servants at the Office of the Ministry of Religion of Tanah Laut Regency is positive and significant, and (4) Compensation cannot be a mediating variable between Discipline on the Performance of State Civil Apparatuses at the Office of the Ministry of Religion of Tanah Laut Regency.

Notice conclusion study this there some suggestions that can put forward namely : (1) Importance discipline applied to the Office of the Ministry of Religion of Tanah Laut Regency for Upgrade attitude obey in work following regulations made (2) Importance leader more notice compensation whole employee Office of the Ministry of Religion of Tanah Laut Regency already properly make compensation as scale priority for employees for their Performance keep going increasing and (3) Importance enhancement performance of ASN at the Office of the Ministry of Religion of Tanah Laut

Regency so that they can face science and technology demands develop on work done accordingly with charged.

FURTHER STUDY

Through the application Regulation Government Republic of Indonesia Number 53 of 2010 concerning Discipline Civil Servants, i.e., the ability of Civil Servants to obey obligation and avoid specified prohibitions in regulation legislation in implementation operational formed as effort Upgrade discipline Apparatus State Civil through monitoring on results evaluated work level his discipline Head of the Office of the Ministry of Religion of Tanah Laut Regency in a manner complete make report about development implementation discipline in the work unit Report in a manner routine needed for evaluated and acted upon carry on discipline

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