

The Correlation between Discipline, Motivation and Compensation on the Performance of the Land Office of Musi Rawas District

Teti Mimortinnilawati, Yohanes Susanto & Dheo Rimbano

Bina Insan University, Lubuklinggau, Indonesia

Email: tetimimortin@gmail.com

Abstract

The effectiveness of a company's workforce affects whether it is successful in completing its objectives. This study intends to investigate and assess how salary, incentive, and employee performance is impacted by discipline at the Land Office of the Musi Rawas Regency in South Sumatra, Indonesia. Research of this kind is quantitative. All employees of Musi Rawas Regency's Land Office make up the study's population. Forty respondents received questionnaires. Statistical Package for Social Sciences (SPSS) version 24 multiple linear regression approach is the analytical technique employed. The study's findings show that while each discipline, motivation, and compensation component individually and jointly has a beneficial effect that is significant on performance, the compensation variable has a very strong overall influence on employee performance. In light of the aforementioned conclusions, the organization's leadership must constantly raise or maintain the level of compensation to ensure that workers exhibit acceptable work ethics, addition to providing non-financial compensation needs to be considered by increasing facilities in the office in various forms so that employees can be motivated and disciplined positively and have a high commitment to the organization.

Keywords: discipline, employee performance, compensation, motivation.

1. Introduction

As an organization, government agencies are increasingly required to be involved in achieving the success of their main tasks and functions. The accomplishment of a company will be impacted by the ability to convey information in an open, balanced, and equitable manner for all interested parties. Employees in Employees that are capable of producing good performance can significantly contribute to carrying out an organization's activities, making them one of the most crucial assets in attaining the goals of an organization. The National Land Office, previously known as the agrarian office, is a non-ministerial government agency in Indonesia that has duties and functions nationally, regionally, and regional in the land sector. It is referred to as the Regional Office of the National Land Agency, South Sumatra, Indonesia at the regional level.

In An effort to achieve superior performance, the land office must involve its employees who are active by encouraging a high level of motivation in both from within and from outside, additional to motivation, the degree of discipline becomes a benchmark in improving organizational performance and as a fulfillment of employee needs for adequate compensation. appropriate and meet standards have an impact on improving employee performance. Employees are human resources who are different from other production factors because they have different feelings, thoughts, desires, and backgrounds (Rosmadi & Tachyan, 2018).

Low levels of The amount of compensation and benefits offered by the business, the level of responsibility for the work completed, the level of attendance at work due to a lack of employee discipline, and the efficient or inefficient use of time are all indicators of employee performance in an organization or company. It is also claimed that employee performance is below average when performing work. (Isvadiarti and Fuadah, 2017) Completed work by an individual or group inside the organization in accordance with their particular duties constitutes performance. (Mathis and Jackson, 2016) Furthermore (Hasibuan, 2018) then organizational performance is a mirror of individual performance (Mahmudi, 2013) Increased employee productivity can be used as a significant factor for building human resources for businesses, and it will affect stability as those goals are attained. (Purnomo & Djudi, 2017) Related to employee The ability of personnel to adhere to all rules and regulations is discipline. Administrative regulations, following the opinion (Bagus Memuji mengalem Hartatik, 2014) employee being disciplined is a method or instrument for the organization to maintain its existence, The implementation of work can be in line with the defined plan since highly disciplined staff will abide by all laws is determined. Singodimedjo in (Edy Sutrisno, 2016) states that The attitude and readiness to obey that a person exhibits is what is known as discipline and follow the rules that are in place around him. Human resources are one of the organizational resources that are crucial to achieving its objectives. Due to the significance of the human element in the long-term and short-term goals of business (Wilson Bangun, 2014).

Self-control is a good discipline (Priyono, 2016) Many people are aware that self-discipline has the potential to improve employee performance because of an increase in awareness of following business policies, according to (Husain, 2018) stating that Employee performance will improve with increased work discipline. In addition to discipline, company or organizational performance also requires work motivation high employee motivation, and motivation as a force that arises engenders passion and persistence to attain a desired goal from within or from without a person (Daft, 2020) according to (Endah, 2016) motivation is a factor that affects the enthusiasm and enthusiasm of employees to participate actively in pro Work ice, according to (Susanti, 2017) Discipline is a means of instilling a sense of accountability and an obligation in employees to follow the established norms. Other factors influencing employee performance in an organization besides motivation, other aspects such as compensation greatly affect employee performance, because compensation is a sign of the company's remuneration to employees for their loyalty to the company (Anggela & Widjaya, 2020) Workers may receive compensation as a just and appropriate reward for their efforts in attaining organizational objectives (Aditya & Riyadi 2019) In increasing job satisfaction and employee performance compensation has an important role, as research conducted by (Berliana et al, 2018) Providing reasonable compensation will provide benefits for the company as well as for employees (Idris et al, 2020).

Previous research has demonstrated Workplace discipline and employee performance are significantly correlated (Harlie, 2012). Furthermore, research conducted by(Sajangbati, 2013) shows that work discipline has a big impact on how well employees perform. Research conducted by(Katiandagho et angkatan laut(AL), 2014) shows that performance has a significant effect on employee performance. In addition to discipline in the evaluation, this study also examines the role of motivation in influencing

performance, as research results (Setiawan, 2013) show that Employee performance is positively and significantly impacted by work motivation. Research conducted by (Dwipayana, 2014) demonstrate how employee performance is positively and significantly impacted by work motivation. research carried out by (Susanty & Baskoro, 2012) shows that motivation has an effect on a worker's performance. Research conducted (Sajangbati, 2013) demonstrates that employee performance is significantly impacted by motivation. Moreover, research was done by (Leonardo, 2015) states that employee compensation will greatly affect performance, if the compensation given is appropriate, employees are more satisfied and motivated to achieve organizational goals. Workers who are satisfied with their work can be seen from their sense of enthusiasm for meeting the work standards set by the company (Rosita, 2016). Meanwhile (Syah, 2013) states that compensation has a favorable impact on employee job satisfaction. Other research (Hameed, 2014) explained that compensation is able to affect employee performance. Employee performance is positively impacted by compensation (Salisu et al, 2015) this is consistent with the findings of studies (Humaeroh, 2015) that both monetary and non-monetary rewards have a big impact on workers' performance.

The Land Office of Musi Rawas Regency, South Sumatra is an organization whose scope and volume of tasks and functions of management in handling the land sector are very broad, cross-sectoral, and cover various aspects, namely infrastructure and land measurement aspects, aspects of land legal relations, aspects of land tenure and administration. land, aspects of land acquisition, and elements of land disputes, including the fact that there is still a dearth of staff discipline, were seen in the field by the researchers, this can be seen from the condition of employees who are often absent, come late and have low enthusiasm for work, as a result, The compensation received by employees is low, as an illustration of The table below displays the level of employee discipline

Table 1. Employee Discipline Data in 2020

Month	Lately Comes	Permint	Alpha	Go Home Early	Total
January	13	3	3	5	43
February	10	2	3	6	42
March	11	3	4	5	45
April	8	4	2	4	40
May	12	2	3	5	40
June	13	3	2	5	40

The disciplinary data table above shows that the overall number from January to June, the highest number from the sum of the average total number of employees in March is 45, and the lowest figure is in the month of March. June, a number of 40 people, It is possible to draw the conclusion that the discipline of employee job attendance, the desire

to work was not yet productive, so that it would result in work piling up and the results of land service incomes declining state revenues. decreased productivity. Due to the fact that high levels of discipline ensure that workers and subordinates observe all laws and rules, businesses are able to conduct their business in accordance with a predetermined plan (Roebing Gunawan, 2017). also that the results of the employee performance of the Musi Rawas district land office, South Sumatra, are decreasing from 2019-2020

Table 2. Data on the results of employee performance appraisals.

Behaviour	Weight	Year 2019 Work Value Score	Score (%)	Weight	Year 2020 Work Value Score	Score (%)
Dicipline	10	75	7,5	10	65	6,5
Motivation	10	70	7,0	10	60	6,0
Work Together	10	80	8,0	10	70	7,0
Responsibility	10	85	8,5	10	80	8,0
Work Result						
Work quality	20	70	14	20	60	12
Work Quantitiy	20	75	15	20	65	13
Job Skills	20	75	15	20	70	14
Total	100		75	100		66,5

The information in table 2 above demonstrates that the effectiveness of the land office employees in the Musi Rawas district, South Sumatra, has decreased from 2019-2020 with a figure of 75% to 66.5%. From the phenomenon is taken into account (Oyemomi et al, 2016). Choudhary et al., 2013).

2. Literature Review

According to to (Colquitt, 2015) Job Performance is the collection of worker actions that support organizational goals. A person will perform at their best if they receive advantages and are given an incentive in a fair and reasonable manner, according to the theory of balance, which is implemented in performance. Wexley and Yulk (Sinambela, 2016) also defined performance by Sinambela as an The ability of an employee to do a certain skill and the employee's performance are highly important since it will be clear from the performance how well the employee is able to complete the tasks that have been given to him. precise and quantifiable and jointly determined as a reference in work.

According to (Samuel et al, 2017) The ability of an organization is referred to as

organizational performance or company to achieve high-income profits, *market share*, product quality, fairly good financial results, sustainability, and the achievement of company goals with relevant strategies. (Gunadi & Kistyanto., 2018) defines performance as the output of the work process carried out by individuals within a targeted time period using creativity to achieve the company's work goals, further (Rahman & Kistyanto, 2019) states that Performance is an accomplishment of good work performance in terms of quantity and quality that has been completed in accordance with the standards established by the firm.

Performance refers to the achievement of results that have been targeted according to the plan, thus performance evaluation is said to be the hub of performance management (Cardy & Leonard, 2015) in addition to Organizational performance is a way of thinking that combines several human resource operations and a strategic approach to configuring human resources. or individual actions required to meet company objectives (Anita, 2014) When measuring organizational success as a proxy for productivity, corporate employees' involvement of these observations, researchers are interested in examining the level of discipline, work motivation, and compensation, and their effect on employee performance at the land office of Musi Rawas district, South Sumatra. Furthermore, according to Schermerhorn, 2010) Individual characteristics like talent and experience, organizational factors like resources and technology, and Performance is most affected by effort, or simply a person's desire to exert a lot of effort. Ability and experience, organizational assistance like technology resources and effort, or an individual's willingness to put a lot of effort into their work are all examples of these factors.

According to Handoko (Sinabela, 2016) Work discipline refers to a person's willingness to adhere to organizational rules after awakening to their own consciousness (Singodimedjo in Sutrisno, 2014) says Discipline is a way of life and a readiness to follow the rules of norms that go around him Siagian in Sutrisno, (2016) in a narrower sense, discipline is defined as actions taken by providing for correcting wrong behavior and attitudes in all employees, according to (Terry in Sutrisno, 2016) discipline is a tool for motivating employees so that each worker can run smoothly, then efforts must be made to have good discipline. Terry does not agree that discipline is only associated with punishment. Because punishment is essentially the last technique to impose discipline, it is unpleasant things (punishment). Discipline has two meanings, the first of which entails teaching or imprinting behavior through the use of rewards (Beach in Sutrisno, 2016). Alternatively known as punishment, the second, more limited definition of discipline simply refers to the act of punishing the offender. It can be said that employees are disciplined if they are willing to carry out all of their duties and responsibilities with awareness because discipline is essential for the business's success., according to (Hasibuan, 2018). Individual awareness of and willingness to adhere to the laws and social norms is a sort of discipline that apply within the company. enforced to attain shared objectives.

Discipline is essential to a company's ability to perform at a high level; without the assistance of effective employee management, it is challenging for businesses to realize their objectives. As a result, discipline is essential to a company's ability to achieve its objectives; The more disciplined a company's personnel are, the more successful they are. Work that can be created, but without proper discipline, it can be challenging for businesses to get the best results (Rivai and Sagala, 2013) This backs up studies by

Aromega et al. (2019) and Labudo (2013) that find that maintaining job discipline has positive and significant impact on adhering to rules. (Edy Sutrisno, 2018) argues that Discipline is defined as a person's behavior in accordance with current work procedural norms or as adherence to the written and unwritten principles in conduct of the company.

According to (Senches & Sahuqullo, 2012) Motivation is based on emotions and goals related to work performance. David McClelland, (1961) argues that someone who has high achievement prefers a job that involves skill and effort, providing a clear trade-off between work needs and motivation. According to (Mendol & Marcus, 2015) said that for every action taken by humans the motivation achieved is the power to achieve psychologically so that it affects behavior at work. According to (Yuli in Dahlan, 2018) motivation is a behavior formation that is characterized by a form of activity or activity through a psychological process, both influenced by intrinsic and extrinsic factors that can direct it in achieving what you want, namely goals. According to (Samsuddin, 2009) According to (Widodo, 2015), motivation is the power that exists from within a person that drives his behavior to take action, whereas (Widodo, 2015) The process of persuading someone or a group of people to desire to do something after being persuaded to do it by an outside source is called motivation. (Viktor Vroom in Ulber et al. Silalahi, 2015) The process of persuading someone to engage in various types of desired behavior is called motivation. Abraham Malow (Robbins, 2013) asserts that there are five hierarchically ordered levels of needs, namely:

Every payment made to employees in the form of compensation or contributions to the business or organization is considered compensation. Thus the company has an obligation to provide a reward to employees for the hard work and loyalty they give to the company (Agoes & Ardana, 2021). Every award was given by the company to its employees as remuneration also includes compensation. According to (Sastrohardiwiryo in Sinambela, 2018) compensation is Workers who have invested time, effort, and ideas into the advancement of the company in order to reach the established goals are compensated for their services or paid by their employers. According to (Rivai, 2015) Employees receive remuneration as a replacement for their service contribution to the compensating company. Furthermore, (Darsono & Siswandoko, 2015) compensation is all forms of compensation received for their work (Wahyono, 2015) compensation is everything received by services in return for donations to the company, including salaries, allowances, and facilities provided employees can enjoy both in the form of money and not money. The following (Mody, 2015) states that The sum of all awards that employees receive in exchange for their services is known as compensation. Hariandja (Kadarisman, 2014) defines compensation as the total compensation that employees have got for working for the company. Remuneration can take the form of salaries, wages, incentives, and other benefits like health care, holiday and meal allowances, leave money, and more. Meanwhile, financial compensation, according to (Bangun, 2012), is a type of payment made in cash for services rendered to a corporation. According to (Edison, 2017) compensation is something that employees receive for the services they contribute to their work, compensation is a form of reward, both in the form of money and gifts received by employees for the effort they produce According to (Wibowo, 2015) explaining that Compensation is the number of packages delivered by the company to employees as payment for the use of its manpower. The use of employees or services rendered by the

workforce is countered by payment.

Work discipline refers to an employee's attitude that demonstrates respect for, compliance to, and accuracy with the Organizational policies and procedures. This attitude encourages the employee to willingly adapt to the organization's rules and regulations (Hamali, 2016) Work discipline is the knowledge of and readiness for on the part of employees to abide by all laws and standards that are relevant in a company. (Hasibuan, 2013). Discipline is also defined as compliance or obedience to applicable rules and be ready to accept the consequences of violating the said regulations (Fahmi, 2017). Sandhi Fialy Harahap & Satria Tirtayasa, (2020) stated that According to research findings (Muhammad Arif: 2020) there is a considerable and favorable influence between employee discipline and employee performance, which means that if disciplining employees improves employee performance, either partially or simultaneously), Workplace discipline improves performance, but not significantly. Sutan Napsan's research also supports this claim. According to the study's findings (Jufrizen, 2018), Performance is positively and significantly impacted by work discipline, which is consistent with previous studies (Tanjung, 2015) A leader is regarded to be effective in his leadership if his subordinates are disciplined, hence every leader always makes an effort to instill strong discipline in them (Arda, 2017) is so important the level of discipline of employees both in government agencies and in the private sector, it is necessary to develop an analysis, Consequently, the following theory was created: H1. Employee discipline has a positive effect on organizational performance

In addition to fulfilling organizational performance, it affects employee work discipline, and it also affects work motivation, according to (Wibowo, 2017) Efforts to achieve goals or engage in conduct that is goal-directed are intensely driven and motivated by psychological processes. Lack of motivation is the first step in the process of motivation. or needs from within a person so that they are motivated to activate behavior of drives aimed at achieving the fulfillment of needs (Kaswan, 2017). According to the results of the study (Supriadi et al, 2019) intrinsic motivation is something that encourages people to make impressions that are intrinsically sourced from within with disciplined indicators at work, According to research (Mardiyah., et al, 2019), Positive effects of motivation on worker performance. This is demonstrated by doing work in accordance with the rules, responsibly, and creatively. The research findings of Setiani et al. (2019) stated that it is important to be able to maintain employee work motivation so that employees can increase cooperation with one another, which creates work passion and motivation. This is in line with the findings of research (Jayanti Ardani, 2019) supporting positive correlation between employee performance and motivation. The study's findings (Yenni, 2019) state that work motivation is influenced by needs or efforts to meet needs if the needs are met, then work motivation will grow well, Consequently, the following theory was created: H2. Employee motivation has a positive effect on organizational performance

The compensation received by employees in the form of wages, salaries, incentives, and bonuses can affect organizational performance. This is because compensation, both financial and non-financial, is needed by employees, in line with the results of research (Asmayana, et al, 2018) which states that compensation has an effect on performance, by offering compensation that is more commensurate with the effort and skills expended,

which is more acceptable to employees. According to research results (Kurniawan., et al., 2020) that compensation has an impact on performance, research results (Alvi Nugroho, et al., 2017) that jointly state that compensation has a financial and non-financial influence on performance, and this is supported by research results (Kurniawan., et al., 2020) that show that respecting the hard work of employees will make employees more professional. (Noora Fithriana, et al, 2020) It claims that employee performance is influenced by salary significantly, so that by providing proper compensation in the form of a decent and fair salary received by employees, the better also the resulting performance, Consequently, the next hypothesis is created: H3. Compensation has a positive effect on organizational performance.

The success of a business is positively and significantly impacted by employee pay, job motivation, and work discipline, according to research findings. (Nyoma Angga Krinanda & I Gede Adnyana Sudibya, 2020) but compensation has a more dominant influence, this is in line with research results (Yoga Ammar Prabowo, 2017) states that Organizational performance is impacted by discipline, motivation, and compensation all at once. It differs from the findings of the study (Rizky Suprahirja, 2021), which claim that while discipline and compensation have an impact on organizational performance, job motivation has no impact on performance. Employee performance may be impacted by compensation because with it, they can meet their needs (Dewi, 2016). Consequently, the following is how the theory is developed: H4. Discipline, work motivation, and compensation together have a positive effect on organizational performance.

Research with a similar theme has been conducted (Siagian, 2015) showing that According to Muawanah (2016), who demonstrated Since factors like pay, motivation, and work ethic all significantly affect performance, compensation satisfaction, motivation, and work discipline all have a positive impact on employee output (Ayer, 2016). 2016) demonstrates that performance is impacted by work attitude, drive, and compensation. Employee performance is impacted by workplace rules, as demonstrated by (Fadilah, 2017). 2017 (Purwono) According to Santoso et al research 's from 2017, job motivation and feedback have a big impact on performance, so every person in an organization needs to play a big part in driving organizational transformation for the better. (Febrianty et al, 2019).

3. Research Method

This type arch limits set (Yusnitas & Wahyudi, 2017) involving several research variables, namely discipline (X1) Work motivation (X2), Compensation (X3) and Organizational Performance (Y) before being analyzed in Validity, reliability, classical assumption, normalcy, linearity, auto colinearity, multicollinearity, and heteroscedasticity tests must be performed on this study. This study was carried out at the land office of Musi Rawas district, South Sumatra, The data from this strategy resulted in as many as 40 employees as sampling since it was necessary to analyze multiple linear regression analysis utilizing a saturated sample of non-probability sampling with purposive sampling type.

4. Findings and Discussions

A questionnaire is considered valid if it may expose a phenomenon that will be assessed by the questionnaire; the validity test criteria are $r\text{-count} > r\text{-table}$. Before the data are processed, it is required to evaluate the accuracy and dependability of the study's

instruments (0.361) The validity test results are shown in the following table. If r-count from r-table, it is deemed invalid and must be removed or replaced:

Table 3. The results of the Validity Testing

Indikator	Dicipline	work Motivation	Compensation	Performance	R- tabel	Summary
01	0,461	0,606	0,878	0,982	0,361	Valid
02	0,721	0,903	0,874	0,358	0,361	Valid
03	0,645	0,525	0,832	0,854	0,361	Valid
04	0,503	0,629	0,875	0,995	0,361	Valid
05	0,576	0,860	0,840	0,995	0,361	Valid
06	0,489	0,658	0,698	0,995	0,361	Valid
07	0,430	0,600	0,740	0,995	0,361	Valid
08	0,593	0,860	0,743	0,870	0,361	Valid
09	0,670	0,736	0,870	0,995	0,361	Valid
10	0,352	0,772	0,950	0,995	0,361	Valid

Discipline Variable (X1), work motivation variable (X2), Compensation variable (X3) and performance variable (Y) there are 10 statement items, namely the statement item number starting through 10. Given the results of the SPSS computations, it is clear from table 3 above that all statement items for the discipline variable, work motivation, compensation variable and performance variable, are deemed acceptable because they all have a value of r-count > r.

The reliability test is used to evaluate The cosistency or stability of a research instrument's score on the same response when administered at various times. If Cronbach's Alpha > 0.60, the instrument is deemed reliable; otherwise, if Cronbach's Alpha 0.60, it is deemed unreliable. The reliability test results are shown in the table below.

Table 4. Variable Reliability Test Results (X)

Variable	Cronbah's Alpha	Discription
Dicipline	.845	Reliabel
Motivation	.914	Reliabel
Compensation	.962	Reliabel

Work Performance	.980	Reliabel
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From the calculation table for variable reliability test (X) Cronbach's Alpha value is obtained. For the Discipline variable (X1) of 0.845. The variable of work motivation (X2) is 0.914. The compensation variable (X3) is 0.962 with an average of > 0.60 , so it is stated that all research instrument items are said to be reliable or reliable as a research data collection tool.

Multiple linear regression was used to find out the multiple linear regression equation and calculate the effect of work discipline, work motivation, and compensation on the performance of the land office employee of the Musi Rawas district. From the results of the questionnaire distributed to 40 respondents, the answers were obtained from the results of data processing using the SPSS program. 24 the following results were obtained:

Table 5. Partial t-test results

Model	Beta	t	Sig
Dicipline	-.110	-.883	.383
Motivation	.139	1,256	.217
Compensation	.956	10,277	.000

The discipline variable has a significant t-count value of $-0,883 < t\text{-table } 2,021$ and a significant value of $0.383 > 0.05$, which indicates a partial and significant impact on performance, according to the SPSS calculation results in the table above. The compensation variable has a t-count value of 10,277 and a sig value of 0.000 0.05, indicating that it has a marginally positive and significant impact on performance. The motivation variable has a t-count value of 1,256 $> t\text{-table } 2.921$ and a sig value of 0.217 0.05. This suggests that the commission influences performance in a good and meaningful way. From the value of the regression coefficient, it can be formulated in the form of the equation $Y = b_1X_1 + b_2X_2 + b_3X_3 + e$ or $Y = -0,883X_1 + 0,256X_2 + 10,277X_3 + e$ This equation illustrates that every change in variable X will affect variable Y.

Simultaneous F test to find out whether the variables of discipline, work motivation and compensation have a significant influence on performance together at the land office of Musi Rawas district, the results of the F test are illustrated in the table below

Table 6. Simultaneous F Test Results

Model	F	Sig
Regression Residual	36,187	.000

From table 6 above The recapitulation of the F test results can be explained that the variables of work discipline, work motivation, and compensation have an effect on performance together (sultan) at the Musi Rawas district land office, the F-count value is

36,187 > F-table 2.87 and the sig value is 0.000 < 0.05 with a significance level of 95%, this means that it simultaneously has a strong influence.

Table 7. R-Square Test Result

Model	R	R-Square	Ajusted R-Square	Error estimate
	.867	.751	.730	4,47348

R has a value of 0.867 according to the calculation of the coefficient of determination. This indicates that there is a very strong positive association between the performance of the employees of the Land Office of Musi Rawas Regency and the factors of work discipline, motivation, and compensation. Performance will improve if work ethics, motivation, and pay all improve. The Adjusted R Square is 0.730 as a result of the calculation results. It means that the Land Office of Musi Rawas Regency employees' performance is influenced by work discipline, motivation, and compensation to the extent of 0.730 or 73,00 percent, with the remaining 73 percent influenced by other factors not examined in this study, such as leadership variables, work environment, and commitment, etc.

The effect of work discipline on employee performance. Employee performance is partially or simultaneously impacted by discipline, demonstrating the importance of discipline as a gauge of an organization's success. Additionally, research results show that if employees practice good work discipline, performance will also increase. (Fiali Harahap & Satria Tirtayasa, 2020) The results of this study support earlier research by Regina (2020), which found that work discipline affects employee performance. This test statistically demonstrates that work discipline has a positive and significant effect on employee performance, indicating that there is an influence between work discipline variables on employee performance at the Musi Rawas district land office, this is because there are still many employees who do not realize how important the level of discipline in an organization is to create a conducive work atmosphere, some of the results of this study are: Research related to employee work discipline such as by (Trisnowati & Budiwinarto, 2013) conducted research on the impact of rewards and discipline on employee performance. The following are some good and substantial effects of work discipline and pay on employee performance (Aryenda, 2013) conducted research on discipline work and compensation on employee performance, the results of the study resulted in work discipline and compensation having a positive and significant effect on employee performance, then research (Arianto, 2013) conducted study on the impact of work culture and discipline on employee performance. The findings indicated that discipline and work culture had a favorable and significant impact on employee performance. Additionally, for the work process to be productive and efficient, employees require work discipline in order to meet the company's goals. (Triani., et al, 2020); (Putra, 2020., Amha., Brhane, 2021) according to research (Erga Adnan Ramatha, 2015) stating discipline and motivation jointly affect employee performance. And supported by research (Zulfikar, 2020)

The effect of work motivation on employee performance. According to statistical analysis, there is a correlation between motivational factors and employee performance at the Musi Rawas district land office. Work motivation has a good and significant impact

on employee performance. The findings of this study support earlier studies showing that employee performance is influenced by motivation (Nurjanah & Mukodim, 2011), and they are consistent with other studies. (Yenni, 2019) which states that work motivation is influenced by needs or efforts to meet needs, if the necessities of life fulfilled then work motivation will grow well.

Effect of Compensation on employee performance. According to statistical evidence, there is a correlation between salary variables and employee performance at the Musi Rawas district land office. This correlation is positive. The findings of this study support those of earlier research by Suwati (2013), which found that compensation has a favorable and significant impact on employee performance and that this study's findings are also corroborated by other research findings (Asmayana et al, 2018) stating that The impact of remuneration on employee performance, by providing more appropriate compensation received by employees according to with the energy and capabilities given to the company and respect for the hard work of employees, the employee concerned will be professional in his work and in line with the results of research (Noora Fithriana, et al, 2020) which states that compensation significantly affects employee performance, so that by providing appropriate compensation in the form of a decent and fair salary received by employees, the better the resulting performance. Effect of Employee Performance on Discipline, Motivation, and Compensation. According to these findings, the Musi Rawas district land office can use work discipline, work motivation, and compensation as tools to enhance employee performance. By enhancing employee performance through work discipline, work motivation, and compensation, the leadership elements can contribute to the achievement of organizational goals. According to research (Yoga Ammar Prabowo, 2017), discipline, motivation, and compensation all have an impact on organizational performance. Research (Surwanto, 2019) indicates that discipline and motivation when combined have a positive impact on employee performance. These findings are also supported by research (Nyoma Angga Krinanda & I Gede Adnyana Sudibya, 2020), but compensation has a more dominant influence (Jasman Saripuddin, 2017) and research results (Baby Silvy, 2019).

5. Conclusion

According to the findings of the data analysis, data processing, and discussions conducted, Workplace discipline and employee performance are related in a major and partially beneficial manner, There is a tangentially substantial and favorable correlation between employee performance and work motivation, and a partially positive relationship between employee performance and compensation. Workplace discipline, employee motivation, and salary all have a favorable and considerable impact on workers' performance.

According to the findings of both partial and simultaneous analyses, the remuneration variable has a much stronger impact on employee performance than the other two X variables, namely work incentive and discipline, this proves that The largest impact on employee performance is salary, meaning that by giving A reasonable and satisfactory compensation system for employees will have an impact on improving Employees in the Musi Rawas district's land office will have an impact on raising employee performance, in an effort to improve employee performance in carrying out their main duties as a public service in the land sector. Furthermore, to maximize the performance of employees of an

organization, it is necessary to carry out inherent supervision in upholding employee work discipline, on an ongoing basis, both monitoring the level of attendance and absenteeism, as well as supervision of budget management, supervision of operations in carrying out public services to the community as land service users, and there are efforts by the management at the land office of the Musi Rawas district in increasing employee motivation through formal and non-formal education and training programs, as well as rewards for employees who excel in their main duties and functions in carrying out their service tasks to the community.

Although the topics discussed in this study are often carried out or have been studied before, this research certainly has some limitations as with other series of studies, this research is not without limitations as with all *cross-sectional studies*, the sample size in this study was deliberately small to limit generalizations. findings in the wider population. In addition, considering the extent of the problem and the limited time in the study, this research was only conducted on employees of the land office of the Musi Rawas district, so the results obtained were not comprehensive enough to get answers, because of the possibility of differences in the characteristics of each region, it is hoped that further research can use other variables. such as leadership, job satisfaction, or work environment through work motivation as an intervening variable that can affect organizational performance.

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