

The Effect of Wage and Work Discipline on The Performance of Honorary Employees at The Public Works and Spatial Planning Office (DPUPR) of Probolinggo Regency

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ARTICLE INFO

Keywords:

Wage Provision;
Work Discipline;
Employee Performance

Article history:

Received 2025-05-08

Revised 2025-06-12

Accepted 2025-07-13

ABSTRACT

Discipline in work must be obeyed where the existing regulations in the work to improve employee performance, on the other hand, the Probolinggo Regency public works and spatial planning office will provide work wages according to the results of the performance of each employee. The formulation of the problem in this study is (1) Does the provision of wages affect employee performance? (2) Does work discipline affect employee performance? (3) Does the provision of wages and work discipline affect employee performance? The method of this study is to use quantitative research with a sample of 31 respondents. The results of this study show that the results of the variable of wage (X1) have a positive effect on employee performance, namely $b = 0.002$ or 2% and the variable of work discipline (X2) has a positive effect on employee performance, namely $b = 0.975$ or 97.5%. So it can be concluded that the variable of wage (X1) and the variable of work discipline (X2) together (simultaneously) affect the variable of employee performance (Y). This is seen from the significance of the variable of wage giving of 0.970 which means that it is greater than the significance level used, which is 0.05. And it can also be seen from the tcount of 0.038 which means that the tcount is smaller than the ttable which is 0.286.

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1. INTRODUCTION

An organization is required to manage its human resources well for the survival and progress of the organization. Human resource management is very important for an organization in managing, regulating and utilizing its employees so that they can function productively to achieve the goals of the organization. The thing that needs to be considered is to improve the ability and quality of human resources so that they can create outstanding employee performance.

Government organizations are run by state apparatus commonly referred to as civil servants. In addition to civil servants, there are currently many permanent non-civil servant appointments such as honorary employees or regional contract employees. Human resources are very important in supporting the progress of the organization, for this reason, it is appropriate that employee performance needs attention from the leadership, so that they can carry out their duties seriously and responsibly and have high motivation.

The implementation of duties and work is an obligation for Employees in an organization. In the implementation of tasks and work, they must have the same goal, namely expecting good results of tasks and/or work. In an organization, employees are the leading spearhead in providing services and implementing programs that have been made. Therefore, studies on aspects related to improving employee performance are very important to be carried out. These factors include wage and work discipline.

Compensation given to workers who have given their labor to the government, Wage payments can be made daily, weekly, or monthly depending on the policies of the respective government. Wages in Islam are often referred to as *jaza'* (retribution or reward) as often found in the word of Allah including surah An-Nahl (16:97). The word "*walanajziyannahum*" in the verse gives the meaning that those who work will be rewarded both in this world (material) and in the hereafter (reward). This confirms that Allah will reward both men and women who do righteous deeds with rewards in this world and in the hereafter. While the word "*amal sholeh*" means all deeds that are useful for individuals, families, groups and people as a whole and in accordance with the evidence of reason, the Qur'an and hadís.

Wage provision is very important in an effort to improve employee performance and as a stimulating factor in encouraging employees to achieve goals, so the provision of decent wages for employees must be considered. Wages are an important factor in how and why people work in an organization, by providing wages, it is hoped that a workforce can be productive and have full responsibility for their duties, so that the goals of the organization can be fulfilled. In addition, with the existence of the workforce and the organization, it will be well established, so that all the workforce will strive to improve achievements because they feel appreciated by the organization (Ruky, 2018: 7).

For Honorary Personnel at the Probolinggo Regency PUPR Office, it is almost the same as the Official Office or other Agencies, where the employees consist of Civil Servants, Honorary Employees and Office Honorary Employees. For Civil Servants, the salary is from the Central Government, for PTT Honorary Employees (Non-Permanent Employees) the salary is from the Mayor's Office which is budgeted every year. Meanwhile, for Office Honorary Personnel (*Outsourcing*), the salary is from the budget of each Service Office or Agency.

In addition, the existence of work discipline is also very necessary in an organization such as the office of the Public Works and Spatial Planning Office (DPUPR) of Probolinggo Regency because it is in a disciplined atmosphere that an organization will be able to carry out its work programs to achieve the goals that have been set. Employees who are disciplined and orderly in compliance with all applicable norms and regulations in the organization will be able to increase efficiency, effectiveness, and productivity.

As for management actions to encourage employees to comply with the demands of these various provisions, in other words, employee discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behaviors of employees so that the employees voluntarily cooperate with other employees to improve work performance. Discipline is defined as a system that contains policies, regulations, procedures that regulate behavior both individually and in groups in an organizational system.

As the Probolinggo Regency PUPR Office, it is inseparable from the problems of employee performance, such as low performance of the wealthy and work discipline that occurs at the Probolinggo Regency Public Works and Spatial Planning Office which is a factor causing the

performance of honorary employees to not be optimal in completing work on time because the majors are not suitable and the school graduation rate is too low.

The problem in this study is due to the large number of honorary employees who come late for work, late tasks given by leaders and often relax in the office such as drinking coffee while chatting with other employees during working hours. With the provision of wages and discipline imposed by the Public Works and Spatial Planning Office (DPUPR) of Probolinggo Regency, due to the low performance of honorary employees so that they have not received maximum results. Low employee performance results in the agency not being able to develop optimally. Research on aspects that affect employee performance such as wage and work discipline is important to be carried out.

Based on the background, the formulation of the problem in this study is (1) Does the provision of wages affect the performance of honorary employees at the Probolinggo Regency PUPR Office? (2) Does work discipline affect the performance of employees at the Probolinggo District PUPR Office? (3) Does the provision of wages and work discipline affect the performance of employees at the Probolinggo Regency PUPR Office?

Based on the formulation of the problem, the objectives of this study are (1) To find out how the provision of wages affects the performance of employees at the Probolinggo Regency PUPR Office, (2) To find out the work discipline that affects the performance of the employees at the Probolinggo Regency PUPR Office, (3) To find out how the provision of wages and work discipline affects the performance of the employees at the Probolinggo Regency PUPR Office.

2. METHODS

This research method is quantitative to research a specific popup or sample, data collection using research instruments, statistical data analysis, with the aim of testing the hypothesis that has been established (Kuncoro, 2018: 12). This research is to determine certain samples and respondents to be processed by data. The population in this study is honorary employees at the Public Works and Spatial Planning Office (DPUPR) which totals 45 employees. From the total population, 31 people were sampled using the Slovin formula. The technique used is purposive sampling using the nonprovability sampling method (Sugiyono, 2018: 56).

The collection technique used is the distribution of questionnaires/questionnaires, observation and documentation, namely collecting a variety of written sources including books, respondents' answers, documents and so on (Suharyadi, 2017:13). The data analysis used in this study includes the Multiple Linear Regression Analysis Model, Validity Test and Reliability Test, Statistical Test which includes F-Statistical Test, t-Statistical Test, and Multiple Determination (R^2). Then the Classical Assumption Test which includes the Multicollinearity Test, the Heteroscedasticity Test, and the Normality Test.

3. FINDINGS AND DISCUSSION

Results

A. Penguujian Hypothesis

1. Validity Test

The Validity Test is used to measure the determination of an item in a questionnaire or the scale to be measured. In determining whether an item is valid or not, the activity that must be carried out is to compare the calculation with the rtable where the significance rate used is 0.05 with $N=31$. To find out the level of validity, a statistical test will first be carried out using SPSS 21.0, the output results can be seen from the table below:

a. Wage Giving (X1)

Table 1
Validity Test of Wage Giving Variables

Yes	Calculation	Table (5%)	Information
1	0,880	0,355	Valid
2	0,611	0,355	Valid
3	0,852	0,355	Valid

Based on table 1, each question item has a value greater than Rtable which is 0.355 so it is declared Valid.

b. Work Discipline

Table 2
Testing the Validity of Work Discipline Variables

No	Calculation	Table (5%)	Information
1	0,816	0,355	Valid
2	0,653	0,355	Valid
3	0,857	0,355	Valid

Based on table 2, each question item has a large value of Rtable which is 0.355 so that it is declared valid.

c. Employee Performance

Table 3
Validity Test of Employee Performance Variables

No	Calculation	Table (5%)	Information
1	0,792	0,355	Valid
2	0,602	0,355	Valid
3	0,834	0,355	Valid

Based on table 3, each question item has a large value of Rtable which is 0.355 so that it is declared valid.

2. Reliability Test

Reliability tests are used to determine the consistency of the measuring instrument, whether the measuring instrument used is reliable and remains consistent if the measurement is repeated. In this case, the reliability test was carried out using the Cronbach's Alpha method with the criterion that the alpha level is calculated to be greater than the Cronbach's Alpha coefficient of 0.60, then the data tested has a good level of reliability. The alpha level measurement was carried out using the SPSS 21 program. The results of the calculation can be seen in the table of SPSS 21 output results below:

Table 4
Results of the Wage Giving Reliability Test
Reliability Statistics

Cronbach's Alpha	N of Items
.625	3

The results of the wage reliability test in the table above, in the output reliability statistics, where the results obtained from Cronbach's Alpha are 0.62 and because the results are greater than Cronbach's Alpha coefficient of 0.60, the data tested has a good level of reliability or reliability.

Table 5
Results of the Work Discipline Reliability Test
Reliability Statistics

Cronbach's Alpha	N of Items
.662	3

The results of the service quality reliability test in the table above, in the output reliability statistics, where the results obtained from Cronbach's Alpha are 0.66 and because the results are greater than Cronbach's Alpha coefficient of 0.60, it can be concluded that the study has good or reliable reliability.

Table 6
Employee Performance Reliability Test Results
Reliability Statistics

Cronbach's Alpha	N of Items
.616	3

The results of the reliability test of purchasing decisions can be seen in the output reliability statistics, where the results obtained from Cronbach's Alpha are 0.61 and because the results are greater than Cronbach's Alpha coefficient of 0.60, it can be concluded that the study has good or reliable reliability.

3. Classic Assumption Test

The classical assumption test is a statistical requirement that must be met in multiple analysis, in this case, the author takes the data processing system using SPSS 21.0 to manage the data. This is also one of the sciences obtained by the author in lectures. The classic assumption test is as follows:

a. Multilinearity Test

The multicollinearity test is needed to determine whether there are independent variables that have similarities between independent variables in a model. The similarity between independent variables will result in a very strong correlation. This test looks at the value of the Variance Inflation Factor (VIF), if the resulting VIF is between 1-10 and the Tolerance value is ≥ 0.10 , then there is no multicollaterality.

Table 7
Multicollinerality Test
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	T	Itself.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	BRIGHT
1 (Constant)	.286	.214		1.335	.193		
X1	.002	.066	.003	.038	.970	.109	9.153
X2	.975	.065	.991	15.013	.000	.109	9.153

a. Dependent Variable: Y

Based on the table above, the resulting Inflation Factor (VIF) variance value is 1.619 and the resulting tolerance value is 0.109, it can be concluded that there is no multicollinearity between free variables in the regression equation, With the absence of multicollinearity, this regression equation is suitable for use in research.

b. Heterogeneity Test

The heteroscedasticity test is to test whether in a regression model there is a variance of variance from residual, from one observation to another. If the variant is different it is called heteroscedasticity. A good regression model is that heteroscedasticity does not occur

Table 8
Heatheedability Test
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Itself.
	B	Std. Error	Beta		
1 (Constant)	2.285	1.583		1.443	.152
X1	.056	.076	.059	.739	.461
X2	.518	.066	.627	7.862	.000

a. Dependent Variable: Y

Heterokedasticity was tested using the spearman rank correlation coefficient test, which correlates between the residual absolutes of regression results with all independent variables. If the significance of the correlation results is less than 0.05, hetrokedasticity occurs on the other hand, non-

heterokedasticity. For a good research model, there is no heteroscedasticity. Based on table 8 of the results of the heteroscedasticity test, the significance value of all independent variables is greater than 0.05, the resulting data does not contain heteroscedasticity.

c. Normality Test

The normality test is used to test whether the data that has been collected is normally distributed or not. Good data that is suitable for use in research is data that has a normal distribution. For this reason, the existing data must actually meet the requirements of normality, the test tool used is the one sampling kolmogrov-smirnov test. This test criterion can be said to be normally distributed, if the significant value is > 0.05 and it is said to be abnormally distributed if the significant value is < 0.05 . The results of the analysis of the assumption of normality by kolmogrov-smirnov of the residual value of the regression equation are presented in the following table:

Table 9
Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Residual
N		31
Normal Parameters ^a	Mean	.0000000
	Hours of deviation	.24469054
Most Extreme Differences	Absolute	.452
	Positive	.452
	Negative	-.240
Kolmogorov-Smirnov Z		2.515
Asymp. Sig. (2-tailed)		.000
a. Test distribution is Normal.		

Based on the results of the normality test in the table above using the one sample kolmogorov-smirnov method, it shows that the value in the Asymp column. Sig. (2-tailed), it can be seen that the Unstandardized Residual is smaller than the significance level of 0.05. Data from this study can be concluded that the data is abnormally distributed. So that the regression model can be used for hypothesis testing.

4. Hypothesis Test

a. Analysis of the Regresi Linier Berganda

Data analysis using multiple linear regression testing functions to answer the analysis, the effect of wage and work discipline on the performance of honorary employees at the Probolinggo Regency Public Works and Spatial Planning Office.

Table 10
Analysis of the Regresi Linier Berganda
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	T	Itself.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	BRIGHT
1 (Constant)	.286	.214		1.335	.193		
X1	.002	.066	.003	.038	.970	.109	9.153
X2	.975	.065	.991	15.013	.000	.109	9.153

a. Dependent Variable: Y

The multiple linear regression equations obtained from the calculation results with SPSS 21.0 in this study are as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 0.286 + 0.2 + 0.975$$

Based on the multiple linear regression equation above, it is concluded that:

- 1) The constant is 0.286 which indicates the level of employee performance (Y) of 0.286 if the variables of wage and work discipline are zero (X=0).
- 2) Based on the regression equation, it shows that the variable of wage (X1) has a direction of positive regression coefficient with employee performance, which is $b = 0.002$ which means that if the wage payment increases by 1%, then employee performance will increase by 0.02% assuming other independent variables are constant.
- 3) Based on the regression equation, it shows that the work discipline variable (X2) has a positive regression coefficient direction with employee performance, which is $b = 0.975$ which means that if work discipline increases by 1%, then employee performance will increase by 97.5% assuming other independent variables are constant
- 4)

b. Simultaneous Significance Test (F Test)

The simultaneous test aims to find out whether the independent variables included in the model together have an effect on the bound variables. The following table is the result of the F Test.

Table 11
Simultaneous Significance Test (F Test)
ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Itself.
1 Regression	132.978	2	66.489	1.03633	.000a
Residual	1.796	28	.064		
Total	134.774	30			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

From the table above, an F value of 1.03633 and a significant value of 0.000a were obtained. Because the significance value is smaller than the significance level used, which is 0.05. So it can be concluded that the variable X1 (wage giving) and the variable X2 (work discipline) together (simultaneously) affect the variable Y (employee performance). This indicates that H0 is rejected and H1 is accepted.

c. Partial Significance Test (t-test)

The t-test aims to find out how each independent variable individually affects the bound variable. Here is a table of the t-test:

Table 12
Partial Significance Test (t-test)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Itself.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	BRIGHT
1 (Constant)	.286	.214		1.335	.193		
X1	.002	.066	.003	.038	.970	.109	9.153
X2	.975	.065	.991	15.013	.000	.109	9.153

a. Dependent Variable: Y

Based on the table above, from the independent variables that are included in the regression model. The variable of wage has a significant effect on the level of employee performance. This is seen from the significance of the wage of 0.970 which means it is greater than the significance level used, which is 0.05. And it can also be seen from the tcount of 0.038 which means that the tcount is smaller than the ttable which is 0.286.

As for the independent variable, work discipline has a significant effect on employee performance. This is seen from the significance of work discipline of 0.000 which means it is smaller than the significance level used, which is 0.05. And it can also be seen from the tcount of 15,013 which means that the tcount is larger than the ttable which is 0.286.

d. Coefficient of Determination Test (R^2)

The determination coefficient is generally used to measure how far an independent variable is able to explain a bound variable.

Table 13
Coefficient of Determination Test (R^2)
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.993a	.987	.986	.253

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source : Data processed from SPSS 2021

From the table above, the value of the coefficient of determination can be seen in R Square, which is 0.987, so the value of the coefficient of determination is 0.987 or 98.7%. This assumes that the variation in the change in employee performance variables (Y) is influenced by the bound variables, namely wage provision (X1) and work discipline (X2) by 98.7%. So the magnitude of the influence of wage and work discipline on the performance of honorary employees at the Probolinggo Regency PUPR Office is 98.7%, while the remaining 1.3% is influenced by other variables.

Discussion

The Effect of Wage Provision on Employee Performance

As a reciprocal relationship from the Probolinggo Regency Public Works and Spatial Planning Office (DPUPR), namely direct wages or rewards are given to employees based on working hours, the number of office tasks that have been completed or the number of jobs given. So unlike salaries that are relatively fixed, the amount of wages can change. The amount of wages also affects employee performance where if wages are getting bigger, employee performance will increase.

Judging from the results of the den's response regarding the variable of wage (X1), it has the direction of the ositative regression coefficient with employee performance, which is $b=0.002$, which means that if the wage increase by 1%, then employee performance will increase by 0.02% assuming other independent variables are constant. This is because the greater the wages received, the more employee performance will improve. This research was strengthened by Yuni Rahma wati in 2022 where the results showed that the provision of salaries affects employee performance and has a positive effect.

The Influence of Work Discipline on Employee Performance

Work discipline is an important thing in the implementation of activities at the Probolinggo Regency Public Works and Spatial Planning Office (DPUPR), because the better the employee, the higher the employee performance will be achieved. Good discipline reflects a person's sense of responsibility for the tasks assigned to him, this encourages work passion, work spirit and supports the achievement of goals. Work discipline for employees in human resource management is thanks to the view that no human being is perfect. Therefore, every organization needs to have various provisions that must be obeyed by its members.

Work discipline is closely related to management activities related to the work standards that must be achieved by an organization in carrying out its goals effectively and efficiently. So that this can

improve the performance of honorary employees at the Probolinggo Regency Public Works and Spatial Planning Office (DPUPR).

Judging from the regression equation, it shows that the work discipline variable (X2) has a positive regression coefficient direction with employee performance, which is $b=0.975$, which means that if work discipline increases by 1%, then employee performance will increase by 97.5% assuming other independent variables are constant. Good discipline is reflected in the magnitude of a person's sense of responsibility towards the tasks given to him. So regulations are very necessary to create good order in the office where they work, because the discipline of an office or workplace is said to be good if some employees obey the existing regulations". This research was strengthened by Yuni Rahmawati 2022 where the results of the study showed that work discipline has a positive influence on employee performance.

The Influence of Wages and Work Discipline on Employee Performance

Wages are based on UMR in Probolinggo Regency, a standard used by organizations in providing wages to employees, employees in the office environment or workplace. The implementation of the UMR salary is used to protect the rights of workers in getting a decent wage and in accordance with the workload. One of the most important factors for employees is discipline in work because this is the main source in achieving a goal of the Probolinggo Regency Public Works and Spatial Planning Office (DPUPR). By maintaining discipline at work, employee performance will increase accompanied by the provision of appropriate wages in the work of each field

Looking at the results of the research and calculations that have been processed using SPSS 21.0, it is explained that:

1. Based on the F test, from the results of the F test, the F value is 1.03633 and the significant value is 0.000a. Because the significance value is smaller than the significance level used, which is 0.05. So it can be concluded that the variable X1 (wage giving) and the variable X2 (work discipline) together (simultaneously) affect the variable Y (employee performance). This indicates that H0 is rejected and H1 is accepted.
2. Based on the t-test, brand identity variables have a significant effect on employee performance. This is seen from the significance of the variable of wage giving of 0.970 which means that it is greater than the significance level used, which is 0.05. And it can also be seen from the tcount of 0.038 which means that the tcount is smaller than the ttable which is 0.286. As for the independent variable, work discipline has a significant effect on employee performance. This is seen from the significance of work discipline of 0.000 which means that it is smaller than the level of significance used.

4. CONCLUSION

The conclusion of the results of the study entitled "The Effect of Wage Provision and Work Discipline on the Performance of Honorary Employees at the Public Works and Spatial Planning Office (DPUPR) of Probolinggo Regency is as follows:

1. From the results of the F test, the value of F is 1.03633 and the significant value is 0.0000a, the significance value is smaller than the significant level of 0.05. So it can be concluded that the variable of wage (X1) and the variable of work discipline (X2) together (simultaneously) affect the variable of employee performance (Y).
2. The t-test of the variable of wage provision (X1) has an effect on employee performance (Y) from the significant variable of wage provision of 0.970 which means greater than the significance level used which is 0.05 and the calculation of 0.038 which means it is smaller than the table of 0.286 while work discipline (X2) has a significant effect on employee performance (Y) seen from the significance of the variable of work discipline used is 0.05 and the calculation of 15.013 is greater than the table which is 0.286. Work discipline (X2) of 0.000 which means less than significant

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