

**Análise da influência da compensação organizacional, cultura e disciplina do trabalho
no desempenho do professor da Surabaya Shipping Polytechnic**
**Analysis of the influence of compensation organizational culture, and work discipline on
the performance of lecturer Surabaya Shipping Polytechnic**
**Análisis de la influencia de la compensación organizacional, la cultura y la disciplina
laboral en el desempeño del profesor en Surabaya Shipping Polytechnic**

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Indah Ayu Johanda Putri

ORCID: <https://orcid.org/0000-0001-9853-8113>

Merchant Marine Polytechnic Surabaya, Indonesia

E-mail: verrywellgirl@yahoo.com

Resumo

A existência de recursos humanos em uma instituição educacional desempenha um papel muito importante. Os educadores têm um grande potencial para realizar as atividades das instituições educacionais / escolares. O potencial de todos os recursos humanos em uma instituição educacional / escolar deve ser utilizado da melhor maneira possível, a fim de fornecer aos profissionais de saída / graduados as melhores habilidades. Neste estudo, sabe-se (X1) que a compensação (X1) tem um efeito significativo, indicado por um valor de significância de 0,025, com menos de 0,05 (5%), a variável Cultura Organizacional (X2) não tem efeito significativo, com um valor significativo de 0,208 maior que 0,05 (5%), disciplina de trabalho (X3) com um valor significativo de 0,014 menor que 0,05 (%), o que significa que a disciplina de trabalho afeta o desempenho dos Educadores Politécnicos de Navegação de Surabaya.

Palavras-chave: Remuneração; Cultura Organizacional; Disciplina de Trabalho; Desempenho.

Abstract

The existence of human resources in an educational institution plays a very important role. Educators have great potential to carry out the activities of educational/ school institutions. The potential of every human resource in an educational/ school institution must be utilized as well as possible so as to be able to provide output/ graduates with optimal abilities. In this

study it is known (X1), compensation (X1) has a significant effect, which is indicated by a significance value of 0.025 count less than 0.05 (5%), the variable Organizational Culture (X2) does not have a significant effect with a significant value of 0.208 greater from 0.05 (5%), work discipline (X3) with a significant value of 0.014 smaller than 0.05 (%) which means that work discipline effects the performance of Surabaya Shipping Polytechnic Educators.

Keywords: Compensation; Organizational Culture; Work Discipline; Performance.

Resumen

La existencia de recursos humanos en una institución educativa juega un papel muy importante. Los educadores tienen un gran potencial para llevar a cabo las actividades de las instituciones educativas / escolares. El potencial de cada recurso humano en una institución educativa / escolar debe utilizarse de la mejor manera posible para poder proporcionar resultados / graduados con capacidades óptimas. En este estudio se sabe (X1), la compensation (X1) tiene efecto, que se indica por un valor de significancia de 0.025 cuenta menor que 0.05 (5%), la variable Cultura Organizacional (X2) no tiene un efecto significativo con un valor significativo de 0.208 mayor de 0.05 (5%), disciplina laboral (X3) con un valor significativo de 0.014 menor que 0.05 (%) lo que significa que la disciplina laboral afecta el desempeño de los educadores politécnicos de envío de Surabaya.

Palabras clave: Compensación; Cultura organizacional; Disciplina laboral; Desempeño.

1. Introduction

The work performance of educators and educators is not a coincidence, but many factors that influence such as compensation, organizational culture and work discipline. Work performance can be achieved if it is preceded by an act that is carrying out the task charged. Educators and educators will be more motivated to take responsibility for their work if educational or school organizations/ institutions understand and pay close attention to the needs of educators and education personnel who are basically working to earn money, in this case in the from salaries. It is unethical if in education only pay attention to salary assess the performance of educators and education personnel. Organizational culture and work discipline of educators and education staff also need to be reviewed. Globalization of contemporary education is expected to be more modern and professional so as be able to realize its role

effectively with excellence in leadership, staff, teaching and learning, staff development, curriculum, goals and expectations, school climate, self-assessment, communication, and parent/ community involvement. Problems in improving the quality of education are related to educational development strategies that have been more input oriented. The strategy is based on the assumption that if all educational inputs have been fulfilled, automatically the educational institution (school) will be able to produce quality output as expected. It turns out that the input-output strategy introduced by the theory of education production function is not fully functioning in educational institutions. Thus education development is not only focused on providing educational input factors but also must pay more attention to the educational process factors. Education input is absolute thing that must exist within certain limits but does not become a guarantee that it can automatically improve the quality of education. To be able carry out this purpose, effectively needed reliable leadership in order to provide meaningful changes in a system that is expected to increase the effectiveness and productivity of educational service, to realize.

Excellence based education management system. Of course this has an impact on the entire organizational system structure, which is felt directly in the staffing system, motivation and quality of the organization's work life. As a manager at school, the principal has a large duty and responsibility in making decisions. Various studies that have been conducted show that in an atmosphere of rapid environmental change, one of the things that causes school achievement and quality of graduates to decline is the leadership of less successful principals (Department of education State of Delaware, 2001). Principals as leaders in schools have a strategic role in efforts to improve the quality of learning which will ultimately improve the quality of graduates, who are able to show their fighting power and competitive nature.

The implementation of work programs, both with the teacher council and with others related to education, and the ability to evaluate school work programs that have been implemented. The implementation of the principal's managerial abilities above will ultimately be directed to the implementation and achievement of educational quality in their environment. Based on these facts, the author ventured to examine the real condition of educators in Surabaya Shipping Polytechnic.

FORMULATION OF THE PROBLEM

On this occasion will be examined how educators at Surabaya Shipping Polytechnic are still willing to work for the survival of the Surabaya Shipping Polytechnic. Therefore the formulation of the problem is formulated as follows:

1. Is there an effect of compensation, on the performance of teaching staff at the Surabaya Shipping Polytechnic?
2. Is there an influence, organizational culture on the performance of educators in Surabaya Shipping Polytechnic?
3. Is there any influence, work discipline on the performance of teaching staff in Surabaya Shipping Polytechnic?
4. Which has the greatest influence between compensation, organizational culture and work discipline on the performance of educators at Surabaya Shipping Polytechnic?

THEORETICAL BASIC

Compensation

Compensation is all income the from of money pr goods directly or indirectly received by employess in return for services provided to the company (Hasibuan, 2011). Work compensation is everything that is received by employess as remuneration for their work (Tohardi, 2012). Work compensation refers to all forms of wages or rewards that apply to and arise from their work, and has two components: direct financial payments in the form of wages, salaries, incentives, commissions and bonuses, and indirect payments in form of financial benefits such as insurance and vacation money.

The purpose of providing compensation (remuneration) is: (a) cooperation ties; (b) job satisfaction; (c) effective procurement; (d) motivation; (e) employee stability; (f) discipline; (g) the influence of trade unions; and (h) government influence (Hasibuan, 2011). In addition, according to Soekidjo Notoadmodjo there are several advantages to providing supplementary compensation, namely: (1) increasing employee morale and loyalty or loyalty to the organizationor company, (2) reducing the number of absences of emmployee and the existance of work rotation, (3) reducing the influence employee organization towards organizational activities, and (4) minimizing overtime work costs which means steamlining employee performance (Tohardi, 2002). There are two important principles in the program of

providing compensation (remuneration) so that the remuneration that will be given stimulates employee passion and job satisfaction, namely: (1) fair principles, (2) the principle is reasonable and reasonable.

Work compensation is the teacher's perception of various forms of wages or rewards obtained from work that are described in two components, namely: direct compensation which includes salaries, functional allowances, holiday and Christmas allowances, special benefits, achievement bonuses, transportation money, meal money, grief and social funds. Indirect compensation includes assistance in the cost of health restitution, pension funds, education funds, scholarships, awards, job formation, retreats and recreation.

Organizational Culture

In everyday life a person will not be separated from his environment. A person's personality will be shaped by his environment and so that personality leads to positive attitudes and behaviors, of course must be supported by a recognized norm about the truth and obeyed as a guide in acting. Basically humans or someone who is in the life of the organization tries to determine and shape something that can accommodate the interests of all parties, so that in carrying out its activities do not conflict with various attitudes and behavior of each individual. Something that is meant is nothing but the culture in which individuals are located, such as values, beliefs, assumptions, expectations and so on. Culture is a variety of interactions of habits that affect groups of people in their environment. Culture is at the core of what is important in the organization. Such as the activity of giving orders and prohibitions and describing something that is done and not done that governs that behavior members. So culture contains what can be done or not to do so it can be said as a guideline used to carry out organizational activities. Basically the organizational culture in the company is a tool unite every individual who engages in activities together. Considering that organizational culture is a collective agreement among members in an organization or company, making it easier for a broader agreement to be made for the benefit of individuals. The superiority of organizational culture is the control and direction in shaping human attitudes and behaviors that involve themselves in an organizational activity. Individuals and groups of people will not be separated from the organizational culture and in general they will be influenced by the diversity of available resources as a stimulus for someone to act. Kotter and Heskett (2013); Culture has full power, affects individuals and their performance even in the work environment.

Work Discipline

Etymologically discipline comes from english “disciple” which means followers or adherents of teaching, training and so on. Muchdarsyah Sinungan (Sinungan, 2005) discipline is a certain condition where people who are members of the organization are subject to the existing rules with pleasure. While work is all activites carried out by humans to reach the stated goals. T. Hani Handoko (Handoko, 2016) “discipline is the activity of management to carry out to organizational standards”.

Discipline must be upheld i an organization because without discipline support good personnel, the organization will find it difficult to achieve its goals. In other words, discipline is the key to the success of an organization in achieving its stated goals. In practice the implementation of discipline is always accompanied by violations of the rules and regulations. In order to avoid violations and the applicable provisions there needs to be a punishment or sanction. Penalties or sanctions in increasing discipline are given to educate personnel, to bbe willing and able to comply with the rules and regulations. Based on the description above it can be concluded that “Work discipline is a mental attitude that employees have a respecting and obeying all the rules and regulations that apply in the organization where they work. With full responsibility, without a sense of compulsion so that they can master.

RESEARCH HYPOTHESIS

Definition of hypothesis according to Sugiyono (2016) is a temporary answer to the formulation of research in which the formulation of research problems has been expressed in the form of statement sentences. The hypotesis is a temporary assumption that may be true and possibly wrong, so that it can be considered or seen as a conclusion or a temporary conclusio, while the rejection or acceptance of hypothesis depends on the result of research on the factors collected, than taken as follows:

1. H1: There is an effectt of compensation, on the performance of educators at the Surabaya Shipping Polytechnic cruise.
2. H2: There is an influence, organizational culture on the performance of the Surabaya Shipping Polytechnic teaching staff.

3. H3: There is influence, work discipline on the performance of teaching staff at the Surabaya Shipping Polytechnic.
4. H4: Among the compensation variables, the most dominant influence on power performance educator at Suarabaya Shipping Polytechnic.

2. Methodology

Definition of Concept and Operational Variables

Concept Definition

This research is an explanatory research which will prove the casual relationship between independent variables, namely compensation variables, organizational cultura variables, work discipline variables; and dependent variables, namely the performance of educatos and education personnel. As well as correlational research, namely research that seeks to see whether between two varoables or more have a relationship or not, and how big the relationship is, and how the relationship is (Indriantoro & Supomo, 2016).

a. Compensation (X1)

Compensation is one of the startegies of human resource management in achieving the goals and objectives of the company that has been seet. According to Atmajayati (Atmajayanti, 2017)compensation indicators consist of:

1. Salary is something that is the company's return on employees for their work.
2. Incentives are compensation beyond the salary and wages provided by the organization for their work performance that meets the target.
3. Benefits are company policies towards employees on the basis of employees loyalty in improving their welfare.

b. Organizational Culture (X2)

Organizational Culture is a pattern of basic assumptions that are created, discovered or developed by certain groups as learning to overcome problems of external adaptation and internal integration that are official and well implemented, therefore taught/ passed on to new members as an appropriate way of understanding, think, and feel something related to te problem (Schein in Tika,2016: 2). This organizational culture is operationally measured using 3 (three) indicatorsadopted from the charateristicsn of organizational culture according to

Robbin, (2013: 480) in Bharmasari (2014: 108-118), namely: Organizational values, Tolerance in sharing as opportunities for learning, Orientation on the team.

c. Work Discipline (X3)

Work discipline is the perception of educators and education personnel on the personal attitudes of educators and education personnel in terms of order and self-discipline that is owned by educators and education in working in schools without any violations that harm him, others, or his environment. Work discipline that needs to be considered is:

1. Attendance
2. Timeliness of work
3. Compliance with regulations

d. Performance of Educators and Education Personnel (Y)

Company performance is a work result that in quality and quantity can be achieved by an employee in carrying out tasks according to the responsibilities given to him (Mangkunegara, 2015). The company's performance variables are operationally measured using 3 (three) indicators adopted from Brahmasari (Mahendra & Brahmasari, 2014), namely: The ability of institutions/ organizations to improve the efficiency of the use of human resources, the ability of institutions/ organization in improving the efficiency of the use of all time owned, the ability of the institution/ organization in achieving the set targets.

Population And Sample

The population in this study according to its type is a limited population and according to its nature is a homogeneous population. The population in this study were 45 teaching staff at Surabaya Shipping Polytechnic.

The sample is part of population, which has the same characteristics and characteristics as the population, therefore a sample must be a representative of a population, (Sumarsono, 2012: 44) The research method is census research because all members of the population are research samples, so that sample size is 30 educators.

Type And Source Of Data

The data to be taken in this study is in the form of primary data while the method of data collection is done questionnaires given to respondents directly (Sugiyono, 2016a).

Data Collection Technique

The measurement of the independent variable and the dependent variable in the questionnaire is to use a likert scale with a rating scale of 1 to 5, with the variation of the answers for each item the question is “strongly agree”, “agree”, “quite agree”, “disagree”, and “strongly disagree”. Each answer option is given a value of 1 for an extreme negative answer and a value of 5 for an extreme positive answer.

3. Analysis And Hypothesis Techniques

Analysis Regression

The analysis technique used in the study is to use multiple linear regression statistical tests,

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Information:

Y : Performance of Educators

b_0 : Constants

X_1 : Compensation

X_2 : Organizational Culture

X_3 : Work Discipline

e : Uncontrolled Variables

Hypothesis Testing

a. Proof of the hypothesis of the influence of independent variables together (F test)

Statistical technique –F test (F test) is used to test the effect of independent variables together. The steps of analysis in testing the hypothesis of the regression coefficients are as follows:

1. Hypothesis Formulation

Ho: $\beta_1 = \beta_2 = \beta_3 = 0$ there is not significant of Compensation (X1), Organizational Culture (X2), work Discipline (X3) on employee performance simultaneously.

Hi: $\beta_1 \neq \beta_2 \neq \beta_3 \neq 0$ states that there is a significant influence of variable: Work Discipline (X1), Organizational Culture (X2), Work Discipline (X3) simultaneously on employee performance.

2. Determination of the F Test Value

The F test value is determined by looking at table f according to the significant level and df used. From the attachment note that with a significance level of 95% and $V_1 = K = 2$ and $V = nk-1 = 30- 2-1 = 27$, then the table :2.9 Test F value is 16,804 $F_{count} > F_{table}$ and significance level 0,0000.

3. Comparison of Significant Value

The significant value of the calculation is 0,0000 less than 0,05 (5%).

Based on the comparison of the calculated F value with f table where it turns out that the calculated F value is greater than f table, the decision is to H0 and spread to H1.

4. Conclusion

Based on the decision taken that is rejecting H0 and received H1, the amount of F count is 16,804 greater than F table, it can be concluded that the independent variable are Work Discipline (X1), Job Characteristics (X2), Organizational Climate (X3), together have a significant influence on the performance of teachers at the Surabaya Shipping Polytechnic, the first hypothesis is proven to be true.

b. The proof of the hypothesis of the influence of each independent variable partially (t test).

The t test statistic technique (t test) is used to examine the effect of independent variables partially. The analytical steps in testing the hypothesis for regression are as follows:

1. Hypothesis Formulation

Ho. $\beta_1 = 0$ there is no significant effect of Compensation (X1), Organizational Culture (X2), and Discipline of the work on the performance of the participant partially.

Hi. $\beta_1 \neq 0$ significant influence not Compensation (X1), Organizational Culture (X2), Work Discipline (X3), on employee performance partially.

2. Determination of the t test value

The t test value is determined by looking at table t according to the significant level and df used. From the attachment it is known that with a significance level of 95% and $df = n-k-1 = 30-2-1 = 27$ then the t test value is ± 2.052 .

3. Comparison of t-count values with t-tables

Comparison of t-count value with t-table for each variable can be seen in the following table:

Table Comparison of t-count with Significant

Variable	t-test	Sign.
X1	2,386	0,025
X2	0,208	0,837
X3	2,630	0,014

Source : Tachment

From the t-count, it can be seen that (X1), Compensation (X1) has a significant influence, which is indicated by a significance value of 0,025 count less than 0,05 (5%), variable Organizational Culture (C2) does not have a significant effect with significant value 0,208 is greater than 0,05 (5%), Work Discipline (X3) with a significant value of 0,014 smaller than 0,05 (%), which means that work discipline affects the performance of education staff in Surabaya Shipping Polytechnic.

Discussion

After proving the hypothesis was found it was found that the Compensation variable (X1), and Work Discipline (X3) had a partial effect on the performance of the Surabaya Shipping Polytechnic educators, while the Organizational Culture variable did not have a partial significant effect on the performance of Surabaya Shipping Polytechnic educators because the Organizational Culture is still insignificant.

4. Conclusion

Based the results of testing using SPSS analysis to examine the effect of Compensation, Organizational Culture on Work Discipline,, the following conclusions can be drawn:

1. There is a positive and significant influence on Compensation for performance.
2. There is a variable effect on Organizational Culture and Work Discipline on the performance of the Surabaya Shipping Polytechnic educators.

5. Suggestions

Based on the results of the conclusions above, the suggestions obtained by the authors of this study are as follows:

The Surabaya Shipping Polytechnic can improve its performance and deliver proper compensation to educator of Surabaya Shipping Polytechnic.

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Percentage contribution of each author in the manuscript

Indah - 100%