

# THE INFLUENCE OF COMPENSATION, WORK DISCIPLINE, WORK ETHIC, AND MOTIVATION ON WORK PRODUCTIVITY (CASE STUDY AT THE DEPARTMENT OF AGRICULTURE AND FOOD PEKALONGAN CITY)

Sachnia Yuli Riski Azahra<sup>1\*</sup>, Chalimah<sup>2</sup>

<sup>1</sup> Department of Management, Faculty of Economics and Business, Universitas Pekalongan, Pekalongan, 51111, Indonesia

<sup>2</sup> Department of Management, Faculty of Economics and Business, Universitas Pekalongan, Pekalongan, 51111, Indonesia

## ABSTRACT

Work productivity is an important factor in determining the success of government agencies. If the work productivity of State Civil Apparatus experiences a significant increase over time, then Government Agencies will easily achieve the goals they have set. This research aims to examine the influence of Compensation, Work Discipline, Work Ethic and Motivation on the Work Productivity of Pekalongan City Agriculture and Food Service Employees. The sampling method was carried out using the Non Probability Sampling technique, so that the sample used in this research was 40 employees, namely all employees of the State Civil Apparatus Department of Agriculture and Food, Pekalongan City. The collection method uses a questionnaire with the Likert Scale method. The data analysis method used is multiple linear regression analysis. The results of the research show that, 1) Compensation has a significant positive effect on the work productivity of Pekalongan City Agriculture and Food Service employees; 2) Work Discipline has a Positive, Not Significant effect on the Work Productivity of Pekalongan City Agriculture and Food Service Employees; 3) Work Ethic has a Positive, Not Significant influence on the Work Productivity of Pekalongan City Agriculture and Food Service Employees; 4) Motivation has a significant positive effect on the work productivity of Pekalongan City Agriculture and Food Service employees. It is recommended that further research deepen burnout and Organizational Behavior Citizenship.

## ARTICLE INFO

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\* Corresponding Author at Department of Management, Faculty of Economics and Business, Universitas Pekalongan, Jl. Sriwijaya No. 3 Kota Pekalongan, 51111, Indonesia  
E-mail address: [saniaazahra78@gmail.com](mailto:saniaazahra78@gmail.com) (author#1), [chalimah@unikal.ac.id](mailto:chalimah@unikal.ac.id) (author#2)

## 1. Introduction

Government agencies can develop with a productive and highly competent civil apparatus of the state. Civil apparatus states often experience a decrease in labor productivity as a result of discomfort at work, low wages, and non-discipline (Saleh, 2018). Thus, one of the keys to the success of increasing

the productivity of the work of the state civil apparatus in government agencies is to provide compensation in accordance with the responsibilities, discipline, and ethos of work applied to the state civil apparatus, as well as the high motivation of the state civil apparatus. If this can be done properly, then the productivity of the work of the State Civil Apparatus will be improved and the goals of the organization will be achieved.

## 2. Literature Review

Labor productivity is an important factor in determining the success of government agencies. If the productivity of the work of state civil appliances is significantly increased over time, then government agencies will easily achieve the set goals. Based on the results of interviews and observations that the author made on September 29, 2023, with Mother Rapih Rosyidati as Chief of the General Sub-Section and the Department of Agriculture and Food of Pekalongan City, there are several phenomena that occur in relation to the productivity of work. There is a gap in compensation in this case, which is the travel allowance. The civil apparatus of the state that travels in service will normally receive travel allowances, but there is a gap because the civil apparatuses of the state that travel in service are uneven and only rotate around certain persons, thus resulting in compensation. If continued, then there would be jealousy, and it would have an impact on the productivity of the jealous civil apparatus of the state. In a study conducted by Labudo (2013), Ira Agustini (2019), and Kartika Devi (2020a), Prasada (2020a) found that compensation has a positive impact on labor productivity.

The second phenomenon is about the discipline of work. The results of the interview explained that there is still a civil apparatus of the state that is late to enter the office without proof, with the presence of clear indications, and some civil apparatuses of the state that are often absent at the time of apple, so that it affects the decreasing productivity of the work of the civil apparatus. In addition, the punishment obtained when breaking discipline is light, that is, a tightening, so that it does not have any effect. In a survey conducted by Karsim (2023), Sukardi (2021), Labudo (2013), Saleh, and Utomo (2018), it was found that work discipline has a positive impact on labor productivity.

The third phenomenon is the work ethos. Every work of the State Civil Appliance is recorded and monitored in the system. When observed for evaluation, there are still some state civil appliances that do not upload the results of their work to the system and wait to be instructed by their superiors to upload it to the system. It reflects their lack of sense of responsibility and obligation to carry out tasks, a work ethos like this that can slow down and reduce productivity. In a study conducted by Karsim (2023), Mustofa (2022), Saleh, and Utomo (2018), it was found that the ethos of work has a positive influence on labor productivity.

The last phenomenon is related to work motivation. Based on the results of the interview, there is a civil state apparatus that has lost the motivation to work with enthusiasm and produce maximum service products. Some of them just work like him and are less motivated to provide the best service. This will have an impact on labor productivity, especially on service to society. In a study carried out by Karsim (2023), Mawaliya (2022), Mustofa (2022), Sukardi (2021), Kristianti (2020), Saleh, and Utomo (2018), it was found that motivation has an influence on the productivity of work.

From the description of the research gap and phenomenon above, there are still gaps in the results of previous research, so it is necessary to conduct further research for development. Therefore, this study will study the impact of compensation, labor discipline, work ethics, and motivation on labor productivity (case study) at the Department of Agriculture and Food (DINPERPA) of the City of Pekalongan.

### 3. Method, Data, and Analysis

#### 3.1 MSDM

Human resources in an organization are an asset that can grow the organization and always strive to adapt to a dynamic environment. Human resources are also required to always be able to develop their potential, oriented towards the vision, mission, and purpose of the organization in which they are based. According to Mathis and H. Jackson (2006:3), human resource management is a formal system design in an organization to ensure the use of talent in humans effectively and efficiently and nothing else to the goals of the organization. According to Sofyandi (2013), human resources management is understood as a strategy in the implementation of management functions, namely planning, organizing, leading, and controlling in every operational activity of the SDM, starting with the process of withdrawal, selection, training and development, and placement, which is aimed at increasing the active contribution of the organizational SDM towards achieving the goals of the organization effectively and efficiently

#### 3.2 Work Productivity

Productivity is an important factor in determining the success of a company or entity. If the productivity of the employee's work continues to increase significantly over time, then the company or agency will easily achieve the set goals. According to Busro (2018), labor productivity is the ability of a person or group of people to produce goods and services within a specified period of time that has been specified or planned. Ability here can be interpreted as physical ability, or it can also be called skill ability. According to Elbandiansyah (2019), technically, productivity is a comparison between the output achieved and the total resource required. (input). Productivity contains a sense of comparison between the results achieved and the role of the labor force over a period of time.

#### 3.3 Compensation

Compensation is a service given to employees as a reward for their work for the company or the agency. According to Herispon and Firdaus, N (2022) explains that compensation is the total income given to the employee as a reward for the contribution he has made to the organization, both financial and non-financial. According to Vania (2022), the form of compensation is divided into two categories: direct compensation and non-direct compensation. Based on the understanding of the experts, the researchers concluded that compensation is anything that an employee receives, whether physical or non-physical. The form of compensation granted may be money or other facilities granted directly or indirectly.

#### 3.4 Work Discipline

Discipline is a process that can nurture a person's sense of belonging and improve objectively the goals of the organization through their observance of the implementation of organizational rules. Working discipline is an attitude that exists in a person to obey and enforce the rules that exist in the organization. According to Saleh, A. (2018), work discipline is an attitude of respect, obedience, and observance to the rules in force, whether written or unwritten, and is able to carry them out. It does not avoid accepting sanctions when violating the duties and authority given to him. Based on the understanding of the experts, the researchers concluded that work discipline is the awareness and willingness of a person to obey all existing rules and social norms.

#### 3.5 Work Ethos

Work ethics are all good habits that include discipline, honesty, responsibility, persistence, and patience, which are based on the ethics to be done in the workplace. According to Siti Chifti (2022),

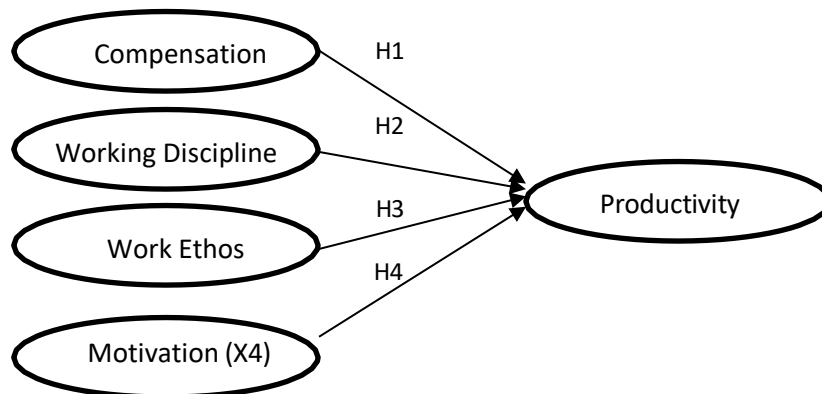
the work ethos of an employee determines and influences his performance at work. Every good routine includes responsibility, discipline, patience, persistence, and honesty based on attitude or behavior at work. When an employee does not have a work ethic, they will feel burdened with the ability to improve the performance of the company in accordance with the company's goals. According to Ermawati (2021), the work ethos is a standard of employee behavior used as a benchmark to assess the extent of effort as well as responsibility in the performance of tasks assigned by an organization. Based on the understanding of the experts, the researchers concluded that work ethos is a belief and commitment that a person has in doing something with the determination to work hard and give the best for an organization.

### 3.6 Motivation

Motivation is a psychological process that arises as a result of factors that originate both inside and outside of a person. According to Siti Chifti (2022), motivation is an impulse that nurtures the passion for work so that it can work.

Together with each other, working effectively, and integrating in an effort to achieve satisfaction. According to Segoro and Kusuma Pratiwi (2021), motivation is a process that determines the intensity, direction, and perseverance of an individual in their effort toward a goal. Provide motivation in a company must be done by a leader to a subordinate, and to do so, a leader must know the motivation and motivation desired by the employee. Based on the understanding of the experts, the researchers concluded that the motivation of work is the motive or impulse within a person to behave and work with enthusiasm in accordance with the tasks and obligations that have been given to him.

**Figure 1.** Research Model



H1: Compensation Positively and Significantly Affects Labour Productivity

H2: Work Discipline Positive and Significant Impact on Work Productivity

H3: Work ethos has a positive and significant impact on work productivity

H4: Work Motivation Positive and Significant Influence on Work Productivity

The object of this research is the Pekalongan City Agriculture and Food Service (DINPERPA), with a total of 40 state civil apparatuses. This research uses multiple linear regression analysis techniques using SPSS software.

## 4. Result and Discussion

### 4.1. Table

The variables in this research are compensation, work discipline, work ethic, and motivation as independent variables. The results of the t test are based on calculations using the SPSS 23 program. The following results are obtained:

**Table 1.** Hasil Uji t

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.478	5.626		-.263	.794
	tx1	.498	.174	.313	2.858	.007
	tx2	.134	.137	.107	.973	.337
	tx3	.017	.212	.009	.079	.938
	tx4	.815	.133	.669	6.140	.000

Notes: Dependent Variable: ty

Source: Output SPSS (Data diolah pada tahun 2023)

Based on the results of the t test in Table 4.21 above, it can be concluded that the compensation variable has a significance value of 0.007, so it can be concluded that the compensation variable has a significant effect on work productivity because  $0.007 < 0.05$ . This means that H1 is accepted. The work discipline variable has a significance value of 0.337, so it can be concluded that the work discipline variable has no significant effect on work productivity because  $0.337 > 0.05$ . This means that H2 is rejected. The work ethic variable has a significance value of 0.938, so it can be concluded that the work ethic variable has no significant effect on work productivity because  $0.938 > 0.05$ . This means that H3 is rejected. The motivation variable has a significance value of 0.000, so it can be concluded that the motivation variable has a significant effect on work productivity because  $0.000 < 0.05$ . This means that H4 is accepted.

#### 4.2. Discussion

##### **The Effect of Compensation on Work Productivity**

The research results for the compensation variable show that the coefficient value of the compensation variable is 0.498 with a significance value of 0.007. This means that the compensation variable has a significant positive effect on the work productivity of Pekalongan City Agriculture and Food Service employees. So it can be concluded that H1 is accepted and H0 is rejected. This proves that the compensation given to employees will significantly increase the work productivity of the organization.

Compensation is a very important factor for employees because they hope that the compensation they receive can meet their needs and improve their welfare. If a company, in providing compensation to employees, can create work enthusiasm and enthusiasm for work, then one of the company's goals of increasing productivity will be fulfilled. The higher the level of productivity, the greater the efficiency (time-material-labor) and work systems, production techniques, and increased skills of the workforce. The results of this research are in line with research from Labudo (2013) on "Work Discipline and Compensation's Influence on PT Sinar Galesong Pratama Employee Productivity," which shows that compensation variables have a positive and significant effect on work productivity.

##### **The Influence of Work Discipline on Work Productivity.**

The research results for the work discipline variable show that the coefficient value of the work discipline variable is 0.134 with a significance value of 0.337. This means that the work discipline variable has a positive and insignificant effect on the work productivity of Pekalongan City Agriculture

and Food Service (Dinperpa) employees. So it can be concluded that H2 is rejected and H0 is accepted. This proves that when employees are disciplined at work, the organization's work productivity will increase, although not significantly.

Work discipline is a person's awareness and willingness to obey all organizational regulations and applicable social norms. Work discipline is an important factor in increasing employee work productivity. Someone who has high work discipline will work well according to their duties and responsibilities. Discipline is the most important operational function of HRM because the better the employee's discipline, the higher the employee's work productivity. Without good employee discipline, it is difficult for an organization to achieve optimal results. The results of this research are not in line with the results of research from Mustofa (2022) concerning "The Influence of Work Ethic, Work Discipline, and Work Motivation on Teacher Work Productivity at MTsN 1 Kediri," which shows that work discipline has an insignificant negative effect on work productivity.

#### **The Influence of Work Ethic on Work Productivity**

The research results for the work ethic variable show that the coefficient value of the work ethic variable is 0.017 with a significance value of 0.938. This means that the work ethic variable has a positive and insignificant effect on the work productivity of Pekalongan City Agriculture and Food Service (Dinperpa) employees. So it can be concluded that H3 is rejected and H0 is accepted. This proves that when employees have a work ethic, work productivity in the organization will increase, although not significantly.

Work ethic is the belief that a person has when doing something with determination to work and provide the best results. Someone who has a high work ethic will automatically increase their productivity at work. Employees who have high enthusiasm for completing the tasks and responsibilities given will have an impact on the output provided by the organization to external parties. The more employees who have a high work ethic, the better the organization's image with outsiders. The results of this research are in line with Saleh and Utomo's (2018) research on "The Influence of Work Discipline, Work Motivation, Work Ethic, and Work Environment on the Work Productivity of Production Department Employees at Pt. Inko Java Semarang," which shows that work ethic has an insignificant positive effect on work productivity.

#### **The Influence of Work Motivation on Work Productivity**

The research results for the motivation variable show that the coefficient value of the motivation variable is 0.815 with a significance value of 0.000. This means that the motivation variable has a significant positive effect on the work productivity of Pekalongan City Agriculture and Food Service (Dinperpa) employees. So it can be concluded that H4 is accepted and H0 is rejected. This proves that when employees have motivation at work, work productivity for the organization will increase significantly.

Work motivation arises from within a person or individual because they are inspired, encouraged, and encouraged to carry out activities or work with sincerity, joy, and sincerity so that the results of the activities carried out are good and of good quality. The results of this research are in line with Kristianti's (2020) research on "The Influence of Motivation and Work Experience on Employee Productivity at PT. Mobilindo Perkasa Di Tangerang," which shows that motivation has a significant effect on work productivity.

### **5. Conclusion and Suggestion**

Based on the data analysis that has been carried out, this research proves that compensation has a significant positive effect on work productivity, work discipline has a positive but not significant effect

on work productivity, work ethic has a positive but not significant effect on work productivity, and work motivation has a significant positive effect on work productivity.

This research is still limited. The scope used by researchers only covers an agency with a small research scope, so the results of this research cannot be generalized to a larger population. The variables used in this research are limited, namely compensation, work discipline, work ethic, and work motivation.

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