



The Effect of Remuneration and Work Motivation on Work Discipline and Performance of Notary Office Employees

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Abstract: The Effect of Remuneration and Work Motivation on Work Discipline and Performance of Notary Office Employees is a study that is within the scope of the HR-Management space (Human Resources), aims to determine whether remuneration and work motivation affect work discipline and performance of notary office employees. The variables used consist of 4 (four) variables, namely the effect of remuneration (X1) work motivation (X2) which is an independent variable and work discipline (Y1) and employee performance (Y2) which is the dependent variable. Data collection methods include interviews and observations After the data is summarized, it is presented and conclusions are drawn. Using two types of data sources: secondary and primary. Methods such as interviews and observations are used to collect data. Presentation and drawing conclusions follow the summary of the facts.

Keywords: remuneration, HR, motivation, discipline, performance

Abstrak: Pengaruh Remunerasi dan Motivasi Kerja Terhadap Disiplin Kerja dan Kinerja Pegawai Kantor Notaris merupakan sebuah penelitian yang berada dalam lingkup ruang lingkup Manajemen SDM (Sumber Daya Manusia), bertujuan untuk mengetahui apakah remunerasi dan motivasi kerja berpengaruh terhadap disiplin kerja dan kinerja pegawai kantor notaris. Variabel yang digunakan terdiri dari 4 (empat) variabel, yaitu pengaruh remunerasi (X1) motivasi kerja (X2) yang merupakan variabel independen dan disiplin kerja (Y1) serta kinerja pegawai (Y2) yang merupakan variabel dependen. Metode pengumpulan data meliputi wawancara dan observasi Setelah data dirangkum, kemudian disajikan dan ditarik kesimpulan. Menggunakan dua jenis sumber data: sekunder dan primer. Metode seperti wawancara dan observasi digunakan untuk mengumpulkan data. Penyajian dan penarikan kesimpulan mengikuti rangkuman fakta.

Kata Kunci: remunerasi, SDM, motivasi, disiplin, kinerja

INTRODUCTION

Background.

Although technology has largely replaced the role of humans in the era of globalization, human resources (HR) are still seen as one of the things that are becoming increasingly important. If the current human resources are qualified, the sustainability of the development implemented by a country can be determined.

An organization must create innovative strategies to maintain high employee productivity and help them reach their full potential so that they can contribute as much as possible to the agency. As a public service that is judged by performance, human resource issues that seem to be only an internal matter of an agency or organization have a close interaction with the general public. The government has an obligation to serve the people well through their agencies. This has encouraged the government to improve HR management, particularly in the field of public service.

The implementation of a compensation plan in the form of salary is one of the ways an agency shows concern for its employees; this is done to improve employee performance. Compensation is a reward given to employees according to their performance determined by their position, rank, and other factors. Employee compensation is essential to inspire individuals to go beyond what the company requires. Also, compensation acts as an incentive for officials who perform tasks assigned by the boss.

Management's goal for high human resource performance is to improve the business as a whole. Due to its diverse nature, performance is actually a very complicated concept, making its definition and evaluation difficult for management theorists and organizational behaviorists.

METHODS

This research method uses a quantitative method using a causality approach. The research was conducted at the Emiatun Shaleha Notary / PPAT Office. The data will be analyzed using Partial Least Square (PLS), PLS is an SEM equation model based on components or variants.

RESULTS AND DISCUSSION

Results

The following are the findings derived from the research context, objectives and methodology:

Remuneration

Mochamad Surya (2014) describes reward as anything that an employee receives as a result of his or her contribution to the organization, which is similar to the description given above. Any fixed and continuous type of business that is established, run, and resides within the territory of the Republic of Indonesia with the intention to make a profit is considered a company. (U.A. No. 3 of 1982). The operation of a company is based on an economically sound premise. On the other hand, social organizations such as the Organization of the Republic of Indonesia seek to provide services based on the idea of social services.

The fundamental purpose of corporate change or transformation is to improve the status quo. All modifications are essentially intended to improve the effectiveness of the organization in order to strengthen its capacity to adapt to changes in the external environment and in the behavior of its components. (Robbins, 1993). Any adjustments made by the organization aim to strengthen its position and improve its capacity to achieve its goals. The company's corporate culture values and staff competencies have been the main objectives of the implemented reforms.

Work Motivation

The stimulus or incentive for any worker to strive towards achieving their obligations is what we call work motivation. When employees are well motivated, they will be happy and passionate about their work, which will lead to substantial progress and expansion within the company. The strength or lack thereof of the current culture determines the effectiveness of individual motivational work, therefore it can be said that changing the culture is a difficult endeavor. From a time perspective, change can take five to ten years, and success rates remain uncertain due to large variations in staff reactions to change. (2005) according to Sobirin

Work Discipline

Managers can use work discipline, according to Sumadhinata (2018), as a communication tool to prepare staff members for behavioral change and to increase knowledge about individual readiness to follow all company policies and social standards.

Employee Performance

According to Ambarwati (2003) the definition of performance, corporate performance and the success of an organization's revolutionary resolution depends on fundamental elements such as strong transformative leadership, sound strategy, implementation of organizational learning, increased employee motivation, and true concern for the workforce. Commitment to one's job involves acting honestly while at work, being willing to improve one's performance, showing dedication to the employer, and adhering to the core principles and goals of the organization. (2009) according to Sudiro.

According to Mangkunegara (2009), achievement is defined as the results in quality and quantity achieved by employees in carrying out their activities in accordance with the obligations that have been given to them. Achievement is measured on a scale from zero to one hundred. In a broad sense, performance can be seen as a measurement of the relationship that exists between outputs produced by certain inputs. Achievement is the achievement of certain goals that have been set as a management commitment and that can be achieved by individuals or businesses. Organizational culture will encourage dedication to one's work.

Review of Relevant Research

Using relevant publications as a starting point to develop research hypotheses, as shown in table 1 below, by describing previous research findings and drawing similarities and differences with the research plan.

Table I: Relevant Research Results

No.	Author (Year)	Previous Research Results	Similarities With This Research	Difference With This Difference	H
1	Salsabila, Ratu Wafa (2021)	X2 has an effect on Y1	X2 has an effect on Y1	There are no X1 and Y2 variables	H2
2	Nugroho, Yohanes (2023)	X2 has an effect on Y1	X2 has an effect on Y1	There are no X1 and Y2 variables	H2
3	Arizal Hamizar 2021	X2 has an effect on Y2	X2 has an effect on Y2	No variable X1 and Y1	H4
4	Lena Ellita, Martinu s Nahak (2022)	X1 and X2 have an effect on Y2	X1 and X2 have an effect on Y2	There is no variable Y1	H3 and H4

5	Rumapea & Siringoringo (2020)	X2 has an effect on Y2	X2 has an effect on Y2	No variable X1 and Y1	H4
6	Al-Latief, M (2020)	X2 and Y1 have an effect on Y2	X2 and Y1 have an effect on Y2	No variable X1	H4 and H5

Discussion

Reviewing relevant research, analyzing the influence between factors, and developing a research plan based on conceptual thinking are part of the discussion of this research, which is based on theoretical studies:

Findings from this study will inform the literature analysis, examination of the influence between factors, and development of research strategies based on the conceptual framework:

The Effect of Remuneration and Work Motivation on Discipline and Performance

Remuneration is an award given to employees for the work they have done, in the form of salaries, allowances, incentives, and other facilities (Sardjana, 2019). Work motivation is the drive or desire that encourages employees to work with enthusiasm, effort, and achievement (Supratikno, et al, 2018). Work discipline is the attitude and behavior of employees who show obedience, conformity, and order in carrying out their duties and responsibilities (Hasibuan, 2016). A worker's performance is the end result of their efforts when those efforts are measured against predetermined criteria. (Mangkunegara, 2017).

Several studies have examined the effect of remuneration and work motivation on employee discipline and performance. One of the studies conducted by Evie Kusumawaty Sardjana (2019), found that remuneration has a positive and significant effect on employee discipline, motivation, and performance. This study used a quantitative method with a sample of 100 employees at Sebelas Maret University Surakarta. This study also found that discipline and motivation have a positive and significant effect on employee performance. This shows that good remuneration can improve work discipline and motivation, which in turn can improve employee performance.

Another study conducted by Supratikno Supratikno et al (2018), found that remuneration and discipline have a positive and significant effect on improving employee performance through employee commitment. This study used a quantitative method with a sample of 60 employees at the East Java Election Supervisory Agency. This study also found that employee commitment has a positive and significant effect on employee performance. This shows that good remuneration and discipline can increase employee commitment, which in turn can improve employee performance.

From the two studies above, it can be concluded that remuneration and work motivation have a positive and significant influence on employee discipline and performance. Remuneration and work motivation can be important factors to improve the quality of human resources in the organization. Therefore, organizations need to pay attention to and improve employee remuneration and work motivation in order to achieve organizational goals effectively and efficiently.

Research conceptual framework

Figure 1 below shows the conceptual framework of the article, which is based on the problem formulation, discussion and related research.

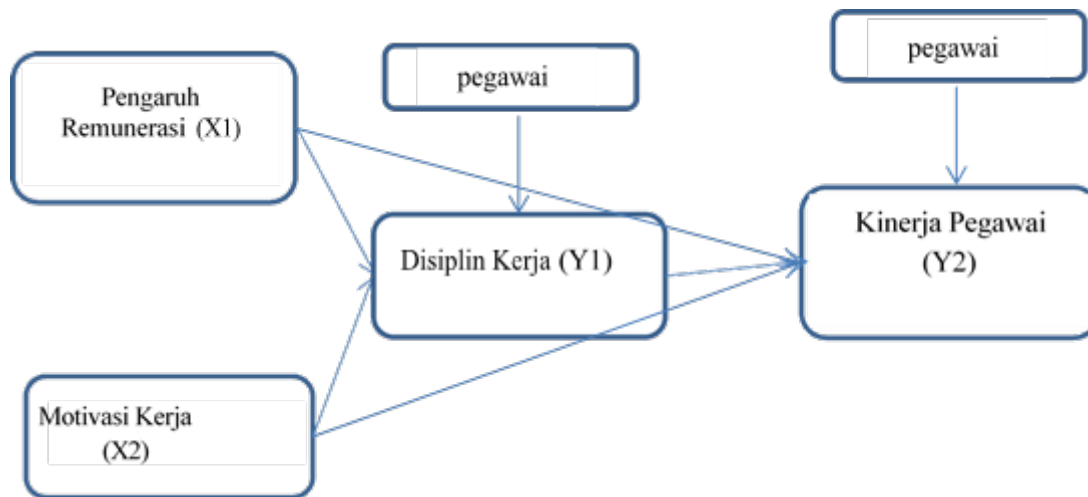


Figure I: Conceptual Framework

Based on the conceptual framework above, then: remuneration, and work motivation influence work discipline and performance. There are other factors that affect work discipline and performance outside the two exogenous variables mentioned, such as:

- 1) Leadership Style: (Maharani, A. P., Sumarni, & Willian, R., 2020), (Aisah, S. N., Wardani, R., 2019)

CONCLUSION

To conclude this article, we will use the objectives, results, and discussion to generate a research hypothesis, namely The Effect of Remuneration and Work Motivation on Work Discipline and Employee Performance.

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