



Research Paper

Influence of the Compensation, motivation And Discipline work Against The work Achievement Teacher At Sma Negeri Jeneponto Regency west Bangkala I

Yuddin

Lecturer of Muhammadiyah University Makassar

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ABSTRACT: "influence compensation, Motivation and discipline work against the work achievement Teacher At SMA Negeri Bangkala Jeneponto Regency West I," the purpose of this research is to find out whether compensation, Motivation and discipline work influence on work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. The population in this research is a teacher at SMA Negeri Jeneponto Regency West I Bangkala with the number of samples as many as 66 people. Method of data collection in this study is a questionnaire, interviews and documentation. Methods of data analysis using the method of descriptive and quantitative methods with multiple linear regression analysis used to measure the influence of human resources consisting of compensation, Motivation and discipline teachers to work at SMA Negeri Jeneponto Regency West Bangkala I. Based on a test of the free variable F (top compensation, Motivation and discipline work) jointly have a significant and positive influence against variables bound (employee's performance). The correlation coefficient obtained through testing that the correlation or relationship between top compensation, Motivation and discipline work against the achievements of the work of teachers is a high relationship that is 52 percent. And compensation is the most dominant factor influencing work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

I. THE INTRODUCTION

The teaching of work Accomplishment an institution, always emphasizing the implementation of teaching duties, while the tasks that need to be implemented are part of the job or position in the institution. The leadership at an institution regularly assess the effectiveness of the individual through a process of evaluation of the achievements of the work, the evaluation of the achievements of this work became the basis for the salary increases, promotions, incentives, rewards and types of compensation offered by this institution. The school is a formal education institutions that produce human resource who are expected to drive the wheels of national development. National development of something that is dynamic, then the secondary schools are required to follow and constantly improve its quality.

Key educational enhancement in a school is a teacher. Without quality backed by good teachers, educational enhancement efforts will be in vain, though supported by other components, therefore very grounded when the current Government more focused quality improvement teachers as one of the efforts to improve the quality of education and the current condition of the very seriousness required for improving the quality of the teacher concerned. A good performance would encourage the morale of a teacher to do better so that it has a high achievement (Robbins; 2006; 84). This achievement is an embodiment of the performance of the work. So the performance will greatly affect job satisfaction a teacher. In fact, the situation of granting compensation is often not dealt with work achievement produced by the teacher so that not a few teachers who feel status, recognition, and the level of fulfillment of his needs are less assured or diminish that often cause a decrease in motivation to work will of course affect the productivity of teachers in the achievement of the goals of the school.

The phenomenon is happening at the moment is the presence of the teachers who come kesekolah or teach that late with a wide variety of reasons. Their delay in teaching membuktikan that lack of discipline work owned so will lose work achievement teachers. The third phenomenon that the teachers especially the honorary teacher of declining achievements work because their work is also less motivation. This is because less labor honorary teacher gets special attention from the Government to the issue of compensations, so it should be

expected that the existence of a balanced reciprocity between compensation and exertion of a teacher who dedicated himself to teaching.

From the description of it above, so researchers can take a title from the results of observations that occur in the school environment SMA Negeri Bangkala Jeneponto Regency Western I IE Influence compensation, work Discipline and motivation towards work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. Work achievement or performance hasil is a process/work activities, related to the development and empowerment of human resources effectively, to support the Organization's goals and objectives that have been set previously. The interconnectedness of the various elements of human resources with other resources will create a work as expected, and is the measurement of achievements of the work itself.

There are a few experts give the limitations about the accomplishment. According to Admodiwiro (2000:34) that the achievement was a result which led to results that have been obtained with the Oomph. Jaid basically achievement was the result of a nestling has accomplished the work that has been done. While according to Daryanto (1999:11) that the same feat with ability, effort and opportunity. According to Hasibuan (2002:30) Compensation is defined as all revenue in the form of money, goods, directly or indirectly, received the employee in return for the services rendered to the company ". The compensation money, meaning shaped salary paid some money kartal to employees is concerned. Compensation-shaped items, this means that the salary paid in goods. Eg the salary is paid 10% of the produced production. The rice penuai in West Java wages 10% of rice reaped results. Compensation is a term relating to rewards-financial reward (financial reward) received by people through their employment relationship with an organization. In general the form of financial compensation in the form of monetary spending because that was done by the organization.

The relationship of Employee Achievements with Compensation

For the company's employees, is one of the resources that are sorely needed to achieve company goals. On the contrary for employees who have a wide range of needs, the company is one of the place that can satisfy his needs. Compensation is the reward given by companies to employees upon merit in doing the tasks, obligations, and responsibilities charged him in connection with the achievement of the objectives of the company. Anoki (2010) States that the compensation effect is positive taking action against employee achievements. In the study suggested that the granting of kompensasi will increase employee achievements. Research by Bayu (2010) stating that there is influence of compensate against employee achievements. The motivation is "giving of encouragement-individual encouragement to act that caused the people behave in certain ways that lead to purpose" (Ghozali, 2006:126). Granting of motivation is one of the goals so that employees who are given motivation can work according to the reference work and responsibility is given so that the goals can be achieved with either. In addition, it also contained elements of the mounds of effort, that effort and directed as well as consistent with the Organization's goals to be achieved.

Relationship with Employee Achievement Motivation

Theory of motivation is a view which can be used as a reference to give motivation to the people or specific groups within a business unit. Motivation can cause someone to behave well, therefore a high employee motivation is directly proportional to the achievement of the company's work. Marjani (2005) suggests that there is a positive relationship between employee achievement motivation. In the study found results, that high employee motivation condition related to a tendency the achievement level of the employee's achievements are quite high. The discipline of working in a good company will reflect the magnitude of one's responsibility towards the tasks given to him. This encourages a work passion, morale and terwujudanya goals. Therefore every Manager always try to allow his subordinates to have a good working discipline. A Manager is said to be effective in its leadership if his subordinates had good discipline. According to Rivai (2004:44) Discipline is a work tool used managers to communicate with employees so that they are willing to change behaviors as well as efforts to increase the awareness and the willingness of someone to obey all rules of the company with social norms in force. employee discipline is a form of training that seeks to improve and establish the knowledge, attitude and behavior of employees so that employees voluntarily seek work in a cooperative with other employees as well as improve the accomplishment of his work (Siagian, 2008:305).

Testing against regression results obtained do simultaneous testing using the test-F test and partially by using the test-t. Then it can be elaborated for more details:

Simultaneous testing of Hypothesis testing aims to see the influence of leadership and motivation of high school teacher's work achievements against the country's Western Regency Jeneponto I Bangkala by looking at the value of F-hitungnya. As for the results of testing simultaneously, can be seen in the following table:

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.563	3	2.521	22.432	.000 ^a
	Residual	6.968	62	.112		
	Total	14.531	65			

a. Predictors: (Constant), X3, X2, X1
 b. Dependent Variable: Y

The data in the table above shows that the value of F-female obtained i.e. 22,432, while F-table on a 95% confidence interval or error rate ($\alpha = 0.05$) will accrue to 2,521 figures. Thus, the value of F-female F-table or $> 22,432 > 2,521$ which means, free variable will effect synchronously with variable dependent. Because of high significance 0.000 is smaller than the alpha level of 0.05. This is the conclusion that can be drawn simultaneously variable compensation, motivation and discipline work a significant and positive effect toward the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

Hypothesis testing hypothesis testing Partially partially is used to see the influence of variable compensation, training and motivation towards work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. The results done can be seen from the t-value is calculated. As for the test results partially (t-female) then it can be seen from table 18 Partial Test (test-t).

Partial Test (test-t)

Variabel Independent	The Regression Coefficient (B)	t-female	Sig
Compensation (X1)	0.386	4.110	0.000
Motivation (X2)	0.419	4.212	0.000
Discipline work (X3)	0.029	0.362	0.718
Constanta (b ₀)		0,250	

Source: SPSS Output the Processed, 2016

Based on testing partially as in the table above indicate that compensation, motivation and discipline work individually towards the positive achievements of the influential work of teachers at SMA Negeri Jeneponto Regency West Bangkala I. It is known from the t-value calculate obtained is greater than t-table or t-count is smaller than the t-table. The results of the analysis also showed a third of the influential variables, variable turned out to be the dominant influence motivation in raising work achievement Teacher at SMA Negeri Jeneponto Regency West I Bangkala, it can be seen from the value thitung the motivation is greater than the value of thitung compensation, and compensation value of thitung is greater than the working discipline.

Next on the table above, it can be noted that multiple linear regression equations result from this research model is as follows:

$$Y = 0,250 + 0,386 X_1 + 0,419 X_2 + 0,029 X_3$$

Description:

- Y = Work achievement Teacher
- X 1 = Compensation
- x 2 = Motivation
- X 3 = Labor Discipline

Multiple linear regression equations based on the above, it can be diinterpretasikan as follows:

- a. Constant (b₀) retrieved from 0.250 value that States that the magnitude of the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I which consists of compensation, motivation and discipline.
- b. b₁ = 0.386, has a positive meaning to suggest that kompensI a positive and significant effect against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I coefficient significant due to the value of b₁ p = 0.000 smaller than 0.05. It can be explained that if the compensation given the better assuming the other variables fixed then it will affect the work achievement of teachers.
- c. b₂ = 0.419, has a positive sign which shows that the motivation of working positively and significantly to the influential work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. The b₂ Koefisian significant because the value of p = 0.000 smaller than 0.05. This could be explained if an increase in the motivation of working and other free variables constant, then it would increase the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.
- d. b₃ = 0.029, has a positive sign which shows that the positive effect of work discipline against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. Coefisian b₃ was not significant because the value of p = 0.718 greater than 0.05. This could be explained if an increase in the discipline of

work and other free variables constant, then it is not going to increase the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

- e. The magnitude of contributions given from variable compensation, motivation and discipline work against the work achievement Teacher at SMA Negeri Bangkala Jeneponto Regency West I and can be seen from the coefficient of determinasinya. Acquisition value of determination (R2) can be seen in the table below:

Table 19 Results testing the coefficient of Determination (R2)

Model	R	R Square	Adjusted R Square
1	0,721 ^a	0,520	0,497

Source: SPSS Output the Processed, 2016

Based on the results of a test of the determination of the table above, it can be explained that the magnitude of the coefficient of determination (R2) is 0.520. The number of coefficients of determination stating that the variable kompensas, motivation and discipline work can only explain or contribute over variation changes the teacher's work achievements of 32.3%. While the rest of 48% is affected by other variables that are not involved in this research.

This research is supported by previous researchers Okky Setiawan (2009) with the title of the research "the influence of training, compensation and motivation of working toward the Accomplishment of work Teachers section of the marketing industry in the Perhutani Unit I Central Java", the result of multiple analysis concluded that training, compensation and motivation of working effect significantly to achievement of work together. Research and motivation variables provide the most powerful influence on the work achievement of 61.8%. Variable compensation, training and motivation of giving the influence of 66.3% towards work achievement while 33.7% influenced by other variables.

II. Discussion

The influence of Training Towards work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

The results of hypothesis testing has proven there are influences between the coaching against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. Through the results of the calculations that have been done have the t value obtained for computation of significance level of 4,110 0.000 of α ($0.000 < 0.050$). This means that the partially positive effect compensation towards the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. This test proved statistically that training towards work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I mean that there is a positive influence between variable compensation against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. These results support previous research by the word Haristryanto (2012) with the title "effect of Kompenasasi against employee Achievements at Perum Perumnas Regional VII Makassar". With the results of his research are compensated partially positive effect towards the improvement of employee accomplishments. But otherwise if the kompenasasi can support the employee every job it will not produce a good working achievement. It is supported by Hussein Umar (2001:216) posited that "one of the ways to improve the management of work achievement, job satisfaction and motivation of our employees is through the work of compensation".

Influence Motivation Towards work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

The results of hypothesis testing has proven there is influence between motivation towards work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. Through the results of the calculations that have been done have the t value obtained for computation of 4,212 with level of significance 0.000 of α ($0.000 < 0.050$). This means that the motivation of the partially positive effect against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I, Mean that there is a positive and significant influence among variables of motivation work achievement against Teachers at SMA Negeri Jeneponto Regency West Bangkala I. These results support previous research by Winardi (2007) a person who has a high motivation, he will work hard, and has controlled his own behavior toward-target advice is important. Thus the motivation high is owned by a teacher in the works will produce a high work discipline anyway. But conversely, if the absence of motivation that support every Teacher work it will not produce a good working achievement. Motivation according to Hasibuan (2001:219) is the grant of a power mover who created the

excitement of someone's work, to cooperate, to work effectively, and integrates with all the power in efforts to achieve the accomplishment of work.

The influence of the working Discipline against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

The results of hypothesis testing has proven there is influence between discipline work against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. Through the results of the calculations that have been done have the t value obtained for computation of significance level of 0.362 0.718 greater than α ($0.718 > 0.050$). This means that the motivation of the partially positive effect against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I Mean that there is a positive and significant influence among variables of motivation work achievement against Teachers at SMA Negeri Jeneponto Regency West Bangkala I. According to Rivai (2004:44) Discipline is a work tool that used the manajeruntuk to communicate with employees so that they are willing to change behaviors as well as efforts to increase the awareness and the willingness of someone to obey all rules of the company with social norms in force. It is in line with the above statement of Indri Ariyanti (2004) that the positive effect of work discipline at increased employee achievements. The result must be balanced between what was expected, desired employees compared to what a given party PT. Bank Bukopin Makassar Branch. Disgruntled employees usually have the discipline to work low so in working usually less eager, lazy, slow even get many make mistakes and others are purely negative so it would cause wastage of costs, time and effort for that Office.

Influence of the compensation, Motivation and discipline work against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

By taking a significance level of 5%, with a significant level of 0.000 ($p < 0.05$), then H_0 is rejected and H_a accepted. This means it can be concluded that there is a linear relationship between compensation (X1), motivation (X2) and Discipline work (X3) on Work Performance (Y) and showed a positive relationship between the variables Compensation, Motivation and Discipline of work to variable performance.

The calculated value coefficient konkodinasi greater than the value table or it can be concluded that there is a positive and significant correlation between variable compensation, motivation and discipline of work on the performance of teachers at SMAN I Bangkala West Jeneponto, while the contribution of the third variable compensation, motivation and discipline work on job performance seen in the coefficient of determination by squaring koefisien concordance and the result is 52.0%. So it can be concluded that the relationship together between variable compensation, motivation and discipline of work by 52% and 48% is influenced by other factors. In accordance with the opinion of Okky Setiawan (2009) with the title "Effect of Work Discipline, Compensation and Work Motivation Against Job Performance Employees Part Industry Marketing at Perum Perhutani Unit I Central Java", the results of the analysis of multiple concluded that the Discipline of work, Compensation and Work Motivation significant effect on work performance together. The research variables and motivation provides the most powerful influence on job performance of 61.8%. Variable training, compensation and motivation to make an impact of 66.3% on job performance, while 33.7% is influenced by other variables. Marjani (2005) suggests that there is a positive relationship between motivation and job performance of teacher. In the results of these studies found that high teacher working conditions of motivation related to the tendency attainment Teacher job performance is quite high.

III. Summary

Based On The Results Of The Research And The Discussion Then It Can Be Summed Up As Follows:

The results of hypothesis testing has proven there is influence between compensation against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I. Through the results of a calculation that was done retrieved value t calculate the significance level smaller than α , thereby H_0 is accepted and H_a was rejected. Through the results of a calculation that was done between the working motivation influence obtained against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I with a level of significance of α which means that the hypothesis in this study receive H_0 and reject H_a . Through the results of a calculation that was done between the influence of the didiplin work obtained against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I with value t calculate the significance and extent of the α which means that the hypothesis in this study reject H_0 and receiving H_a .

Contribution of variable compensation, motivation and discipline work against the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I expressed with percentage values of 52 percent variation of the variables work achievement Teacher at SMA Negeri Bangkala Jeneponto Regency West I can

explained by *kompenasai* (X 1), motivation (X 2) and *dsiplin work* (X 3), so that the variable can be taken in the study were able to give an overview about the factors that affect the work achievement of teachers.

Advice

Based on conclusions drawn then the advice that can be given is fixed should be given compensation and sustainability to any teacher, even since the beginning of the placement of teachers so that in the face of the prevailing way of working teachers not shocked and well-adjusted, besides compensation given should also remain adapted to the demands of the job that will run to better prevent decline in productivity.

Implementation of motivation by leaders who had been given can be retained, in addition the leadership also remains put knowledge and serious attention on the teacher's behavior on every problem needs either by providing facilities to the Organization and the individual teacher who will support the smooth execution of the job. The discipline of work should be improved by giving direction and also motivation to all member sanction or reprimand and warning to teachers who still break the rules or is not timely arrive come into the Office. So will give consciousness in order to increase work discipline to support the work achievement Teacher at SMA Negeri Jeneponto Regency West Bangkala I.

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