



**THE EFFECT OF FINANCIAL COMPENSATION AND
ORGANIZATIONAL COMMITMENT ON EMPLOYEE WORK
DISCIPLINE PT DIALOGUE GARMINDO UTAMA
MEDAN**

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Abstract

PT. Dialogue Garmino Utama is a distribution company and distributor engaged in textiles and garments with marketing targets throughout Indonesia. Products sold by PT. Dialogue Garmino Utama is in the form of baby equipment such as sling bags, pillows, baby bags, mattresses, aprons, blankets, milk bottles, mommy bags, etc. and also sells household supplies such as doormats, napkins, tablecloths and others.

The method used in this research is quantitative analysis method. The population in this study was 60 people. The types of data used in this study are primary data and secondary data. This data was collected through interviews and questionnaires. This study uses saturated sampling by taking all population numbers as samples to be tested using SPSS. The scale used to measure variables is using the Likert scale. The data analysis technique used is multiple linear regression.

Based on the results of testing financial compensation and organizational commitment influences the work discipline of employees of PT. Main Garmino Dialogue. Partial test results, the results of this study state that financial compensation has a significant effect on the work discipline of employees of PT. Dialogue Garmino Utama rather than organizational commitment

Keywords: Financial Compensation, Organizational Commitment, Work Discipline

I. INTRODUCTION

1.1 Background of the problem

Human resource management is a very important element in the development and improvement of company activities. Human resources are very much needed in order to support various activities in the company. With quality human resources, the company will certainly be able to compete with other companies in order to improve their business activities. The human resource element is the most important thing that must be maintained by the company at this time. With human resources that have good performance, it will be able to make the company continue to experience improvements in the future.

Financial compensation is the reward (in the form of money) received by employees for their work in the company. Providing financial compensation will spur work enthusiasm or actually make

employee work enthusiasm decrease according to the amount of financial compensation received by employees. Financial compensation is an important factor that will support employee work results because employees will always provide work results according to the financial compensation they receive.

Organizational commitment is a form of promise from the organization that will be given to employees if they are able to do various jobs properly and according to the targets given by the company. However, many organizations do not fulfill the commitments promised to employees, resulting in employees becoming unmotivated in working and unmotivated in meeting the targets given by the company.

Work discipline is the willingness of employees to carry out all regulations, manners and culture in the company. With employee work discipline, the rules in the organization will be able to be carried out properly and make the organization on a good development path for the future. Good work discipline is needed so that employees can continue to be consistent while working in the company.

Discipline is a sense of obedience and compliance with the values that are believed and are one's responsibility. In other words, obeying the rules or submitting to supervision and control. It is explained that Discipline is an attitude that always keeps promises, so that other people believe because the capital of an entrepreneur is getting trust from other people.

With financial compensation and organizational commitment, it is expected that the company can make employees satisfied with the financial compensation and organizational commitment offered by the company. Where employee work discipline is the most important asset for the smooth running of a company in achieving success and success in a company.

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PT. Dialogue garmino utama sells baby equipment with the brand name "Dialogue baby" Inspired by love. Dialogue baby products are designed with precision by maintaining a product that is safe to use for newborns and guaranteed quality and durability.

The existence of a gap in organizational commitment at PT. Dialogue Garmino Utama means that 70% of employees working at Dialogue Garmino Utama are employees with a work period of 1-3 years and 30% are only employees who have a work period of 7 years, so it can be seen that employees do not have the intention to stay in the organization of PT. Dialogue Garmino Utama Medan, employees also do not carry out the vision of the company Dialogue Garmino Utama and the company is also not loyal to the development of the company's organization to become better. The company will consider job promotions if employees are considered to have achieved and are competent, the company requires employees to fulfill all superior orders related to work, and the company requires every employee to be present on time at work

Based on the background above, the author is interested in conducting research and presenting it in a scientific work in the form of a thesis entitled "The Influence of Financial Compensation and Organizational Commitment on Employee Work Discipline at PT Dialogue Garmino Utama"

II. LITERATURE REVIEW

2.1.2.1 Understanding Financial Compensation

According to Bangun (2014:255), "Financial compensation is a form of compensation paid to employees in the form of money for the services they contribute to their work."

According to Wibowo (2014:289), financial compensation is a counter-performance to the use of labor or services that have been provided by the workforce. Compensation is the amount of packages offered by the organization to workers in return for the use of their labor. According to Yusuf

(2015:237), compensation can be defined as a form of remuneration given to employees as a form of appreciation for their contribution and work to the company, where the award can be in the form of direct or indirect financial and the award can also be indirect.

Furthermore, Yusuf explained that (2015:236), "compensation has a broader meaning than wages or salary. Wages or salary emphasize financial rewards while compensation includes both financial and non-financial rewards."

According to Mangkunegara (2013:84), "Compensation given to employees greatly influences the level of job satisfaction and work motivation, as well as work results."

According to Rivai and Sagala (2013: 741), financial compensation is something that employees receive in exchange for their service contributions to the company. Compensation is one of the implementations of HR functions related to all types of individual awards in exchange for carrying out organizational tasks.

Thus, financial compensation can be defined as payment and remuneration from the company in the form of giving money to employees for carrying out work in the company.

2.1.2.2 Financial Compensation Indicators

According to Notoatmodjo (2015: 147-148), there are several factors that influence changes in the provisions of compensation for an organization that can change over time. This is the basis for researchers to use it as an indicator of financial compensation, including:

Cost of living

Productivity

The general wage or salary scale applies

Ability to pay

Wages or salaries as a tool to retain and motivate employees.

Organizational Commitment

2.1.3.1 Understanding Organizational Commitment

According to Wibowo (2014:429), "organizational commitment is the feelings, attitudes and behavior of individuals who identify themselves as part of the organization, seen in the process of organizational activities and loyal to the organization in achieving organizational goals."

According to Triatna (2015:120), "Organizational commitment is a condition in which an employee sides with a particular organization and its goals and intends to maintain membership in that organization."

Furthermore, according to Triatna (2015:120), commitment in an organization is a level of loyalty of members/employees/staff towards their organization/company which is characterized by their desire to remain part of the organization, do their best for the organization and always maintain the good name of the organization.

According to Sutrisno (2014:296) from the concept of organizational theory, it has been explained that employee commitment is an important thing for the organization, especially to maintain the continuity of goal achievement. However, to obtain high commitment, adequate conditions are needed to achieve it.

Based on the above understanding, it can be concluded that commitment is a form of relationship between workers and the organization where workers use their efforts seriously to realize the interests of the organization.

2.1.3.2 Types of Commitment

According to Sutrisno (2014:292) employee commitment is divided into three different themes, namely:

Commitment as an affective attachment to the organization (affective commitment).

Commitment as a cost that must be borne if leaving or leaving the organization (continuance commitment),

Commitment as an obligation to remain in the organization (normative commitment)

2.1.3.3 Commitment Indicator

According to Triatna (2015:122), there are four commitment indicators taken from the commitment elements, namely as follows.

Strong belief in the acceptance of organizational values and goals.

The desire to take action on behalf of the organization. organization.

A strong desire to remain a member of the organization.

High output and low absenteeism.

III. RESEARCH METHOD

3.1 Location and Time of Research

This research will be conducted at PT Dialogue Garmino Utama located at Jalan Sunggal, Bumi Seroja Complex Phase II, No.12 B. The research period is planned for 6 months from January 2019 to May 2019.

3.2. Population and Sample

Sugiyono (2015:148) defines "population as a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn." The population in this study was all employees of PT Dialogue Garmino Utama, totaling 60 people.

Suharsaputra (2018:115), "the target population is the population that is generalized by the researcher", while "the accessible population is the population that can be generalized by the researcher, the target population is the ideal choice and the accessible population is a realistic choice." Sugiyono (2015:149) explains that "a sample is a part of the number and characteristics possessed by the population." If the population is large and the researcher cannot possibly study everything in the population, then the researcher can use a sample taken from the population with the note that the sample taken from the population must be truly representative.

In determining the sample, the researcher used saturated sampling because the number of the research population was not large. Sugiyono (2015:156) explains that "saturated sampling technique is a sampling determination technique when all members of the population are used as samples." Thus, the researcher took all members of the population as a research sample, which was 60 people.

3.3. Data collection technique

The data collection techniques used in this research are as follows:

Interview

Questionnaire or survey

Documentation is a record of past events.

Literature review

3.4. Data Types and Sources

Sujarweni (2018:113) explains that data grouping according to its nature is divided into two data groups, namely:

Qualitative data

Quantitative data

According to Sujarweni (2018:114) data collection sources are divided into two, namely:

Primary Data

Secondary Data

3.5. Research Variables and Operational Definitions

According to Sugiyono (2015:95), "research variables are anything in any form that is determined by the researcher to be studied so that information about it is obtained, and then conclusions are drawn." According to Sugiyono (2015:96-97) the relationship between one variable and another variable means that the various variables in research can be divided into:

Independent variables are often referred to as free variables. Free variables are variables that influence or cause changes or the emergence of dependent variables. In this study, the independent or free variables are financial compensation (X1) and organizational commitment (X2).

Dependent variables are often referred to as bound variables. Dependent variables are variables that are influenced or that are the result of the independent variable. In this study, the dependent or bound variable is work discipline (Y).

3.6 Data Analysis Techniques

3.6.1. Validity and Reliability Test of Variable Instruments

1. Validity Test

Ghozali (2016:52), "validity test is used to measure the validity or otherwise of a questionnaire. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that will be measured by the questionnaire."

In testing the validity of the research instrument, the researcher used Spearman's Rank correlation analysis with the following criteria:

The validity test decision criteria are as follows:

- a. If ≥ 0.30 , then the question items from the questionnaire are valid.
- b. If < 0.30 , then the question items from the questionnaire are invalid.

In determining whether or not an item is suitable for use, a correlation coefficient significance test is usually carried out at the 5% (0.05) level and $df = n-2$, meaning that an item is considered valid if it correlates significantly with the total score.

2. Reliability Test

According to Torang (2016:291), "reliability test reliability test is intended to measure the questionnaire which is an indicator of the variable. Question items are said to be reliable if a person's answer to the question is consistent." Reliability measurement is carried out by:

Remeasurement: at different times, a respondent is given the same question item or answer alternatives. The question item is said to be reliable if the answer is the same.

Single measurement: measuring the reliability of question items by distributing the questionnaire to respondents once, then the score results are measured by the correlation between answer scores on the same question items with the help of the Statistical program for Society Science (SPSS) computer with the Cronbach Alpha facility (a). A construct or variable is said to be reliable if it provides a Cronbach alpha value > 0.60 .

Heteroscedasticity Test

Sujarweni (2014:186-187) "explains that heteroscedasticity tests the occurrence of differences in residual variance from one observation period to another observation period." How to predict the presence or absence of heteroscedasticity in a model can be seen from the Scatterplot image pattern, regression does not occur if:

The data points are spread above and below or around the number 0.

Data points do not cluster only at the top or bottom.

The distribution of data points should not form a wavy pattern that widens, then narrows and widens again.

The distribution of data points is not patterned.

According to Ghozali (2016:139), "the heteroscedasticity test aims to test whether in the regression model there is inequality in the variation of the residuals from one observation to another." If the variation of the residuals from one observation to another remains constant, it is called homoscedasticity and if it is different, it is called heteroscedasticity.

There are several ways to detect the presence or absence of heteroscedasticity.

Looking at the plot graph between the predicted value of the dependent variable, namely ZPRED, with its residual SRESID. Detecting the presence or absence of heteroscedasticity can be done by looking at the presence or absence of a certain pattern in the scatterplot graph between SRESID and ZPRED where the Y axis is the predicted Y and the X axis is the residual (predicted Y - actual Y) that has been studentized.

Basis of analysis:

If there is a certain pattern, such as the existing points forming a certain regular pattern (wavy, widening then narrowing), then it indicates that heteroscedasticity has occurred.

If there is no clear pattern, and the points are spread above and below the number 0 on the Y axis, then heteroscedasticity does not occur.

4. Autocorrelation Test

According to Ghozali (2016:110), "the autocorrelation test aims to test whether in the linear regression model there is a correlation between the disturbance error in period t and the disturbance error in period t-1 (previously)." If there is a correlation, it is called an autocorrelation problem. The Durbin Watson test is only used for first-order autocorrelation and requires an intercept (constant) in the regression model and no lag variables in the independent variables. The hypotheses to be tested are:

H₀: no autocorrelation ($r = 0$)

H_A: there is autocorrelation ($r \neq 0$)

5. Linearity Test

According to Ghozali (2016:166), "this test is used to see whether the model specifications used are correct or not." Whether the function used in an empirical study should be linear, quadratic or cubic. With the linearity test, information will be obtained whether the empirical model should be linear, quadratic or cubic.

IV RESEARCH RESULTS AND DISCUSSION

4.1 Company Overview

PT. Dialogue Garmino Utama is a distribution and distributor company engaged in textiles and garments with marketing targets throughout Indonesia. Products sold by PT. Dialogue Garmino Utama are baby equipment such as carriers, pillows, baby bags, mattresses, aprons, blankets, milk bottles, mommy bags, and others and also sells household equipment such as doormats, napkins, tablecloths and others. PT. Dialogue Garmino Utama sells baby equipment with the brand name "Dialogue Baby". For baby carriers, the company sells several types and variations of attractive, exclusive and quality products such as side baby carriers, front baby carriers / backpacks and hipseat baby carriers. In addition to baby carriers, we also have several types and variations of baby bag products ranging from small to large sizes, baby mattresses with various functions such as mosquito net mattresses, mattresses that can be used as sofas and play mats.

Vision

To become the company with the best baby equipment in North Sumatra

Mission

Developing human resources who have high integrity in carrying out work in the company

4.2 Research result

4.2.1 Respondent Description

From the questionnaire that has been filled out by the respondents, the respondent's identity data is obtained. The following is a presentation of data regarding the respondent's identity to find out the respondent's self-description.

Respondents by gender

Table 4.1 Gender

	Gender	per of people)	(%)
	Man	40	66.67
	Woman	20	33.33
	Amount	60	100

Source: PT. Dialogue Garmino Utama, 2019

Based on Table 4.1, it can be seen that the most respondents are women as many as 20 people or 33.33% and male respondents as many as 40 people or 66.67%. This shows that male employees are more dominant at PT. Dialogue Garmino Utama because they are considered more needed in the marketing department of the company.

1. Respondents by education level

Table 4.2 Education Level

	Level of education	Number of people)	(%)
	SENIOR HIGH SCHOOL	31	51.67
	S1	29	48.33
	Amount	60	100

Source: PT. Dialogue Garmino Utama, 2019

Based on Table 4.2, it can be seen that the respondents with the most education are S1 as many as 29 people or 48.33% and high school education as many as 31 people or 51.67%. This shows that undergraduate education is the main requirement for companies in selecting competent employees.

2. Respondents by age

Table 4.3 Age

No	Age	Number of people)	(%)
1	21 – 30 years	20	33.33
2	31 – 40 years	17	28.33
3	41 – 50 years	15	25.00
4	> 50 years	8	13.33
	Total	60	100

Source: PT. Dialogue Garmino Utama, 2019

Based on Table 4.3, it can be seen that the most respondents are aged 21-30 years as many as 20 people or 33.33%, 31-40 years as many as 17 people or 28.33%, 41-50 years as many as 15 people or 25% and above 50 years as many as 8 people or 13.33%. This shows that young age is the main choice for companies because they are still productive and able to do all jobs well.

3. Respondents by age

Table 4.4 Working Period

No	Years of service	Number of people	of (%)
1	< 1 year	12	20.00%
2	1-3 years	20	33.33%
3	4-5 years	25	41.67%
4	> 5 years	3	5.00%
	Amount	60	100.00%

Source: PT. Dialogue Garmino Utama, 2019

Based on Table 4.4, it can be seen that the most respondents with age <1 year as many as 12 people (20%), 1-3 years as many as 30 people (33.33%), 4-5 years as many as 25 people (41.67%) and above 5 years as many as 3 people (5%). This shows a work period of 4-5 years and shows that employees still have a high commitment to working in the company.

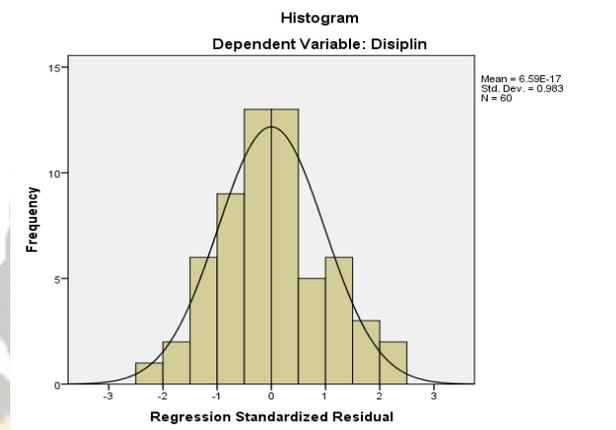
Classical Assumption Test

1. Normality Test

The normality test aims to test whether in the regression model, the confounding variables or residuals are normally distributed.

Graphical Analysis

Graphical analysis in research is:

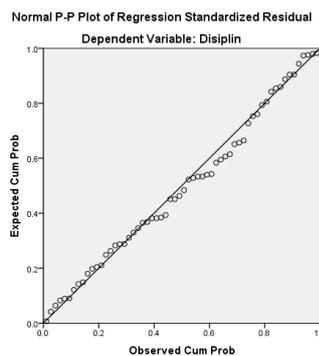


Source: Research results, 2019 (processed data)

Figure 4.2 Histogram

Based on the Histogram image above, it can be seen that the curve is normally curved, namely: symmetrical to the right and to the left of point 0. Thus, it can be concluded that the data in this study is normally distributed.

Furthermore, the normality test can also be seen in the Normal P-Plot graph in the following image:



Source: Research results, 2019 (processed data)

Figure 4.3 Normal P-Plot

From the image above, it can be seen that the test data results are spread around the diagonal line and follow the direction of the diagonal line. Thus, it can be concluded that the data is normally distributed.

Statistical Analysis

The KS test is carried out by making the following hypothesis:

H0: Residual data is normally distributed if the significance value > 0.05

H1: Residual data is not normally distributed if the significance value is < 0.05.

Table 4.12 One Sample Kolmogorov-Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.70618217
Most Extreme Differences	Absolute	.073
	Positive	.073
	Negative	-.042
Test Statistics		.073
Asymp. Sig. (2-tailed)		.200 ^{c,d}

distribution is Normal.
ulated from data.
fors Significance Correction.
is a lower bound of the true significance.

Source: Research results, 2019 (processed data)

If seen from the table above, the value of Asymp. Sig. (2-tailed) is: 0.200 and the value is above the requirement of 0.05. Thus, it can be concluded that the data in this study is normally distributed.

2. Multicollinearity Test

Table 4.13 Multicollinearity Test
Coefficients^a

	Unstandardized Coefficients		Collinearity Statistics	
	B	Std. Error	Tolerance	
(Constant)	2.238	1,520		
Compensation	.387	.097		
Commitment	.470	.150		

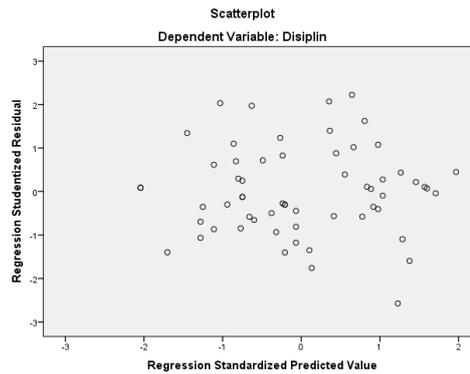
endent Variable: Discipline

Source: Research results, 2019 (processed data)

From the table above, it can be seen that the tolerance value of the compensation and commitment variables is: 0.674 and this value is greater than 0.1 and looking at all the Variance Inflation Factor (VIF) values of the competency and training variables is: 1.483 and this value is less than 10, then it can be said that this regression model of these variables does not experience multicollinearity.

3. Heteroscedasticity Test

How to predict whether or not heteroscedasticity exists in a model can be seen using the Scatterplot image pattern.



Source: Research results, 2019 (processed data)

Figure 4.4 Scatterplot

From the image above it can be seen that the point –The points are spread randomly and are spread both above and below the number 0 on the Y axis. It can be concluded that there is no heteroscedasticity in the regression model, so the regression model is suitable for use in predicting work performance based on the input of work enthusiasm and job training variables.

Heteroscedasticity testing uses the Spearman's rho correlation coefficient test technique, namely: correlating the independent variable with its residual.

Table 4.14 Results of Heteroscedasticity Test with Spearman's rho Method

		Correlations			
		Compensation	Commitment	Discipline	
Spearman's rho	Compensation	Correlation Coefficient	1,000	.601**	.658**
		Sig. (2-tailed)	.	.000	.000
		N	60	60	60
	Commitment	Correlation Coefficient	.601**	1,000	.596**
		Sig. (2-tailed)	.000	.	.000
		N	60	60	60
	Discipline	Correlation Coefficient	.658**	.596**	1,000
		Sig. (2-tailed)	.000	.000	.
		N	60	60	60

a. is significant at the 0.01 level (2-tailed).

Source: Research results, 2019 (processed data)

Based on the table above, it can be seen that the compensation variable has a significance of 0.658 in the unstandardized column where it is greater than 0.05 so it can be concluded that there is no heteroscedasticity and it can be used in a good regression model. In the commitment variable, it has a significance of 0.596 in the unstandardized column where it is greater than 0.05 so it can be concluded that there is no heteroscedasticity and it can be used in a good regression model.

The Glejser test is conducted by regressing between the independent variables and their absolute residual values. If the significance value between the independent variables and the absolute residual is more than 0.05, then there is no heteroscedasticity problem.

Table 4.15 Glejser Test
Coefficients^a

Model	Standardized Coefficients		t	Sig.
	Beta			
1 (Constant)			2.262	.028
Compensation	-.169		-1.061	.293
Commitment	.151		.948	.347

a. Dependent Variable: ABSUT

Source: Research results, 2019 (processed data)

From the calculation results, it shows that there is no heteroscedasticity disturbance that occurs

because the significant value (sig) of compensation is: 0.293 and commitment is: 0.347. Both values are greater than 0.05. So overall it can be concluded that there is no heteroscedasticity problem.

4. Linearity Test

Linearity test is used to determine the linearity of data, namely: whether two variables have a linear relationship or not. Testing on SPSS using the Test for Linearity at a significance level of 0.05. Two variables are said to have a linear relationship if the significance (Linearity) is less than 0.05.

Table 4.16 Results of Linearity Test of Compensation Variables

ANOVA Table				
		df	F	Sig.
Discipline *Between Compensat Groups ion	(Combined)	16	3.914	.000
	Linearity	1	44,820	.000
	Deviation from Linearity	15	1.186	.318
Within Groups		43		
Total		59		

Source: Research results, 2019 (processed data)

From the table above, the value *linearity* obtained is: 0.000 and the value is less than 0.05. Thus, it can be concluded that the compensation variable has a linear relationship with the discipline variable.

Table 4.17 Linearity Test of Commitment Variables

ANOVA Table				
		df	F	Sig.
e *Between Commitmen Groups t	(Combined)	12	3,866	.000
	Linearity	1	34,853	.000
	Deviation from Linearity	11	1,049	.421
Groups		47		
		59		

Source: Research results, 2019 (processed data)

From the table above, the linearity value obtained is: 0.000 and the value is less than 0.05. Thus, it can be concluded that the commitment variable has a linear relationship with the discipline variable.

5. Autocorrelation Test

Testing autocorrelation in a model aims to determine whether there is a correlation between the interfering variables in a certain period with the previous variables. Detecting autocorrelation by using the value *Durbin Watson* compared to the Durbin Watson table (dL and dU).

Table 4.18 Autocorrelation Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Durbin-Watson
1	.714a	.509	.492	1,704

a. Predictors: (Constant), Commitment, Compensation

b. Dependent Variable: Discipline

Source: Research results, 2019 (processed data)

The Durbin Watson table shows that with a sample of $60 - 3 = 57$ people, the dL value is 1.2307 and dU is 1.9699. Based on the calculation above, the Durbin-Watson value is 1.840.

The conditions for no autocorrelation are:

$$dU < dcount < 4 - dU$$

$$1.2307 < 1.704 < 4 - 2.0301$$

1.2307 < 1.704 < 1.9699

Thus, it can be concluded that in this study, there was no autocorrelation.

4.2.6. Multiple Linear Regression

Data analysis using multiple linear regression using the following formula:

$$Y = a + b_1X_1 + b_2X_2 + e$$

So, to obtain the value of the formula above, we will look at the coefficient table so that the multiple linear regression output is produced which can be seen in the following table:

Table 4.19 Multiple Linear Regression

Model		Unstandardized Coefficients		t	Sig.
		B	Std. Error		
1	(Constant)	2.238	1,520	1,472	.146
	Compensation	.387	.097	3.975	.000
	Commitment	.470	.150	3.139	.003

a. Dependent Variable: Discipline

Source: Research results, 2019 (processed data)

From the table above, it can be seen that the regression equation formed from the calculations is:

$$Y = 2.238 + 0.387 X_1 + 0.470 X_2 + e$$

From the equation above, it can be interpreted as follows:

1. The constant value of 2.238 states that discipline will increase constantly by 2.238 if it is not influenced by variables X1 (compensation) and X2 (commitment).
2. If X1 (compensation) increases by one unit, then Y (discipline) will increase by 0.387 units, provided that other variables are held constant.
3. If X2 (commitment) increases by one unit, then Y (discipline) will increase by 0.470 units, provided that other variables are held constant.

Based on the data processing, it can be seen that the variables The variable that has the most dominant influence on work discipline is training because the regression coefficient value is greater than the competency variable.

4.2.7. Coefficient of Determination

The coefficient of determination (KD) is: a number that states or is used to determine the contribution or contribution given by one or more variables X (independent) to the variable Y (dependent).

Table 4.20 Coefficient of Determination

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.714 ^a	.509	.492	2.75325

a. Predictors: (Constant), Commitment, Compensation

b. Dependent Variable: Discipline

Source: Research results, 2019 (processed data)

The coefficient of determination (R Square) value states that the competency and training variables are able to explain discipline by 0.509 or 50.9%, while the remaining 49.1% is influenced by other factors outside this study such as: work safety, communication, career development, job satisfaction, and so on.

4.2.8 Simultaneous Hypothesis Testing (F-Test)

The F statistical test basically shows whether all independent or free variables included in the model have a joint influence on the dependent or bound variable.

Table 4.21 F Test ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	448,318	2	224,159	29,571	.000b
Residual	432,082	57	7,580		
Total	880,400	59			

a. Dependent Variable: Discipline

b. Predictors: (Constant), Commitment, Compensation

Source: Research results, 2019 (processed data)

The ftable value is obtained from: $df1 = k-1 - 3-1 = 2$, where k is: the number of dependent and independent variables.

$df2 = nk = 60-3 = 57$, where n is: the number of samples can be seen from row 69, column 2. ftable according to the F table is: 3.16.

From the table above, it can be seen that the F count value is 29,571 with a probability of 0.000, because the probability is less than 0.05, then the regression model can be used to predict discipline. This can also be seen from the F count ($29,571 > F$ table (3.160)), then H_0 is rejected or H_3 is accepted, which means that compensation and commitment have a simultaneous effect on discipline at PT. Dialogue Garmino Utama

4.2.9. Partial Hypothesis Testing (t-Test)

The t-test is used to test whether there is a significant influence between the independent variables on the dependent variables separately. The following is a table of test results:

Table 4.22 t-test

Coefficients ^a		Standardized Coefficients	t	Sig.
Model	Beta			
1	(Constant)		1,472	.146
	Compensation	.449	3.975	.000
	Commitment	.355	3.139	.003

a. Dependent Variable: Discipline

Source: Research results, 2019 (processed data)

The t value is determined to be 5% significant and the degrees of freedom are: $df = nk$ (n = number of samples and k = total number of variables), namely: $df = 60-3 = 57$. The calculated t test carried out is: a two-way test, so the t table used is t 5% or $t_{0.05} (57) = 2.00247$.

From the results of the t-test above, it can be concluded that for the compensation variable, the calculated t ($3.975 > t$ table (2.00247)) and the probability value ($0.000 < 0.05$), then H_1 is accepted, meaning there is a significant positive influence of compensation on discipline at PT. Dialogue Garmino Utama. Then, for the commitment variable, the calculated t ($3.139 > t$ table (2.00247)) and the probability value ($0.000 < 0.05$), then H_2 is accepted, meaning there is a significant positive influence of commitment on discipline at PT. Dialogue Garmino Utama.

V. CONCLUSION AND SUGGESTIONS

Conclusion

Based on the research results and discussion, it can be concluded that:

1. Financial Compensation has a significant positive effect on employee Work Discipline at PT Dialogue Garmino Utama.
2. Organizational commitment has a significant positive effect on employee work discipline at PT Dialogue Garmino Utama.
3. Financial Compensation and Commitment have a significant positive effect on employee Work Discipline at PT Dialogue Garmino Utama.

5.2 Suggestion

The following researchers put forward several suggestions regarding the research results so that they can be used as consideration for companies in determining future policies:

1. The company must apply equal financial compensation to all employees. For example: compensation must be the same among employees from meal allowance, transportation allowance and others.
2. The company must provide commitments in accordance with the agreement to employees. For example: giving promises of bonuses, job promotions must be able to be fulfilled by the company if employees are able to fulfill all promises realized by the company.
3. The company must be able to increase financial compensation and employee commitment evenly to all employees in the company so that employee discipline is increased so that it can improve the quality of the company.

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