



The Effects Of Remunerations, Inspections, Work Fines On Work Discipline Study PT Kebon Agung PG Trangkil Pati District

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Abstract: The purpose of this study is to investigate how PG Trangkil Pati workers' work discipline is affected by pay, inspections, and penalties. All PG Trangkil Pati employees that were chosen using the proportionate random sample method provided the data for this study. 194 employees in all, with 130 replies in the sample. A questionnaire is used to collect data. Following data collection, multiple linear regression analysis is performed with the aid of the SPSS application. According to the study's findings, which are partially supported by the 5, 886 > 1, 979, employee work discipline is positively and significantly impacted by compensation. 4. 316 > 1. 979 shows that inspections have a good and significant impact on employee work discipline. The 4. 688 > 1. 979 shows that work penalties have a favorable and substantial influence on employee work discipline to a partly extent. The result of 46, 701 > 2. 68 indicates that employee work discipline is positively and significantly impacted by compensation, inspections, and work penalties all at the same time.

Keywords: Remunerations, Inspections, Work Fines, Work Discipline.

BACKGROUND

Various factors, including natural resources, capital, and human resources, contribute to a company's success in achieving goals. However, of all these resources, the most important is human resources, because human resources are responsible for controlling, regulating, and operating other resources. Discipline is very important for every company because it is a measure of the quality of the company's HR management. Every employee can be considered successful if they come and go on time, have a good attitude and behaviour, and comply with company regulations. If there is no discipline, the company will not be able to achieve the company's goals. To show that employees are truly in the work team of an organisation, employees can control themselves through discipline. Therefore, disciplinary action demands punishment against employees who do not fulfil the requirements. Disciplinary action must be carried out appropriately, as it requires a strong policy. Every employee must have unique characteristics and behaviours; some employees cannot comply with company rules properly, and some break them. Therefore, organisations must punish employees who break the rules. The leadership of PG. Trangkil should be firm by giving appropriate punishment to its employees for being late too often.

Table 1.
PG Trangkil Pati Attendance Information

Monthly data	Employee data	Employee attendance	Reason for Absence (Number of People)				Total Absent	Attendance Percentage (%)
			S	P	L	A		
January	194	186	2	2	2	2	8	94, 61%
February	194	185	2	2	3	2	9	94, 01%
March	194	187	-	2	3	2	7	95, 21%
April	194	183	3	3	3	2	11	92, 82%
May	194	183	-	3	3	3	9	94, 61%
June	194	181	2	2	2	4	13	91, 61%
July	194	184	-	3	3	4	10	94, 02%
August	194	185	3	-	3	3	9	93, 41%
September	194	183	-	3	4	4	11	93, 41%
October	194	184	-	2	4	4	10	94, 01%
November	194	182	3	3	3	3	12	92, 82%
December	194	185	-	3	3	3	9	94, 62%

Source: *PG Trangkil 2023 attendance information*

For remuneration, in PG Trangkil, the remuneration received is comparable to the minimum wage of employees in Pati Regency. However, in the last few months, remuneration is not given on time, usually given in the middle of the month backwards until the beginning of the following month. In addition, inspections are also necessary as regular inspections conducted by company managers can help employees become more disciplined in the workplace. However, if inspections are rarely carried out, this will cause employees to act as they please while working, which has a negative impact on the company. In PG Trangkil, in-person inspections have not been fully carried out on a regular basis, which certainly has an impact on employee work habits. There are some employees who like to spend time chatting and relaxing with their colleagues, which can distract them from focusing on their work. Therefore, inspections should be conducted regularly to ensure that all employees comply with company rules.

There are variables of remuneration, inspection, and work fines, and there are some differences in research regarding the factors that influence work discipline. Palapi Sapari's research (2016) found that inspections have a positive and significant impact on employee work discipline at the Mura Kopa Balai Karanggen Credit Union. Meanwhile, Lia Watimah's research (2017) found that the inspection variable had a positive but insignificant impact on employee work discipline. However, a study by Akhmad Fatoni, Hadi Sunaryo, and Agus Priyono (2017) found that work fines increase work discipline, although not significantly. Ekha Fransiska (2016) found that remuneration has a strong effect on work discipline at PT Parna Agromas LG International in Tapang Pulau, Sekadau Regency, while Mustika

Oktaviana (2015) found that remuneration has a weak effect on employee work discipline.

THEORETICAL REVIEW

Definition of Remuneration

According to Drs. H. Malayu S. P. Hasibuan remuneration is all opinions in the form of money, direct or indirect goods received by employees in return for services provided to the company. Remuneration can be divided into 2, namely direct remuneration in the form of salaries, wages, and incentive pay and indirect remuneration (indirect compensation or employee welfare or employee welfare). According to William B. Werther and Keith Davis in the book Drs. H. Malayu S. P. Hasibuan (2011) remuneration is what a worker receives in return for the work he provides. Both hourly wages and periodic salaries are designed and managed by the personnel department. According to Andrew F. Sikula in the book Drs. H. Malayu. S. P. Hasibuan (2011) remuneration is everything that is constituted or considered as a reward or equivalent, remuneration is a reward given by the company to an employee in return for the work they have done both in the form of money and non-financial.

Definition of Inspection

According to Mc. According to Siagian (2008: 112) inspection is the process of observing the implementation of all organisational activities to ensure that all work carried out is in accordance with a predetermined plan, order, goal or policy. According to Fathoni (2006: 173) inherent inspection is the most effective real action in realising the discipline of company employees, because this means that superiors must actively and directly supervise the behaviour, work passion, morale and work performance of their subordinates. Inspection is direct supervision carried out by direct superiors or leaders of an organisation, with the aim of supervising the work carried out by subordinates so that it is in accordance with predetermined plans, orders, goals.

Definition of work fines

According to Saydam (2000: 212) work fines are penalties imposed on employees or employees who clearly violate disciplinary regulations. Panjoto (2000: 241) suggests several disciplinary actions which are divided into two, namely positive and negative. Positive ones are given advice for future good. For the negative ones based on the level of violence from the softest to the harshest, for example, giving verbal warnings, giving written warnings, being scrutinised, being demoted, being fired. Work fines are punishments given to employees for violating company regulations in the form of either the softest or the harshest punishment with the aim that the employee does not repeat the mistakes that have been made.

Definition of work discipline

Handoko (2013: 208) argues that work discipline is a management activity to carry out organisational standards that are implemented to encourage employees to follow various standards and rules so that fraud can be prevented. Nitisemonito in Darmawan (2013: 41) argues that work discipline is an attitude, behaviour, and actions that are in accordance with the rules of the organisation in written or not. Therefore, in practice, if an organisation has sought most of the rules that most employees obey, then discipline can be enforced. Sutrisno (2012: 87) argues that work discipline is a respectful attitude towards the company's rules and regulations that exist within employees, which causes them to adjust voluntarily to the company's rules and regulations.

Siagian (2008: 305) argues that work discipline is a management action to encourage members of the organisation to meet the demands of these various provisions. Hasibuan (2011: 193) argues that work discipline is the awareness and willingness of a person to obey all company regulations and social norms that apply to the attitude of a person who voluntarily obeys all regulations and the basis for his duties and responsibilities. Job discipline is a respectful attitude that exists within an employee to be able to adjust voluntarily to obey all the rules, both written and not, and the provisions that exist in the company so that unwanted deviations can be prevented.

Relationship between remuneration and work discipline

Remuneration is one of the goals of employees at work because with the remuneration that is in accordance with what is expected, employees will feel satisfied because all their needs have been met and in doing their work. They will be more enthusiastic about doing their work as much as possible, this has a very good impact on the company because the appropriate remuneration will increase employee work discipline. According to Handoko in Sutrisno's book (2012: 183) remuneration can be given in various forms, such as in the form of giving money, providing materials and facilities, and in the form of providing career opportunities.

Inspection's relationship to work discipline

Inspection in the company plays an important role in realising employee discipline, with the inspection of a supervisor must always be active to always supervise the attitude and way of working of his employees. According to Hasibuan (2011: 194-198) inspections must be carried out continuously for the success of the company. Employees who still have difficulties can ask their superiors directly so that they are given more detailed and clear instructions.

Relationship between work penalties and work discipline

Occupational fines play an important role in employee discipline in the company, with the existence of occupational fines can make employees comply with all the rules set by the company and if employees commit violations they will be punished according to what they have done. Occupational fines can be given from several levels of punishment errors which include mild levels of punishment, moderate levels of punishment and the most severe levels of punishment (Thoha, 2005).

Review of Past Research

Eka Fransiska's research (2016), the factors of work discipline of PT Parna Agromas LG Inter. Located in Tapang Pulau, Sekadau Regency. The researcher's analysis method used descriptive method. The sample amounted to 95 people. The data collection techniques used are interviews, questionnaires, documentary studies. The data analysis technique uses qualitative analysis techniques. The results of the study remuneration has a strong effect on employee job discipline. Research Mustika Oktaviana (2015), factors that affect the discipline of the work of employees of PT Hutama Karya Region I Medan. Data collection techniques using observation, questionnaires, library research, and interviews. Data analysis techniques using qualitative analysis. The results of the study indicate that remuneration has the weakest effect on employee job discipline.

Research by Palapiana Sapari (2016), factors of employee job discipline at Credit Union Mura Kopa Balai Karangah. The research method uses descriptive methods. The sample totalled 46 people. The data collection techniques used are interviews, questionnaires and documentary studies. The data analysis technique uses qualitative analysis. The results of the study indicate that inspection has a positive and significant effect on employee job discipline. Research Lia Watimah (2017), the influence of leadership, job fines, and Inspection on employee job discipline at the Riau Province Social Service. The sample numbered 66 people. Data collection techniques using observation, questionnaires. The results showed that inspection had a positive but insignificant effect on employee job discipline.

RESEARCH METHODS

This study took objects in PG Trangkil Pati with permanent employees as the population. The data collection used a questionnaire and the data source used primary data which was the result of distributing questionnaires to respondents and secondary data regarding the description of the object of research. The data processing used a computer with

the SPSS program is a computer program for statistical data, on the grounds that the results obtained are more accurate. The types of data used in research are grouped into two, namely (Kuncoro, 2003; 124-125) Quantitative data is data measured on a numerical scale or numbers. But in a study, qualitative data will be quantified. Data for this study that will be used primary data, data obtained directly from the source, observed and recorded for the first time (According to Marzuki, Nanang Martono 2006: 55) and secondary data, data that are not attempted by researchers themselves (According to Marzuki in the book Nanang Martono 2006: 55). Population generalisation area consisting of objects or subjects that have certain qualities and attributes chosen by researchers to study and then draw conclusions about them by Sugiyono, 2009. In this study for the population of permanent employees of PG Trangkil Pati, the number is 194 people. Sample, part of the number of characteristics possessed by the population (Sugiyono, 2009). Sampling research using the Slovin formula for the error rate used 1%, 5%, and 10%, which will be used in this study 5%.

RESULTS AND DISCUSSION

Results

Gender of Respondents

Table 2.
Data information on gender

Number	Type of Gender	Quantity	The percentage
1	Male	118	89, 31%
2	Female	12	10, 71%
	Total	130	100. . %

Source: preliminary data processed

According to the table above, 118 male respondents (89. 31%) and 12 female respondents (10. 71%). It can be concluded that the majority of PG Trangkil Pati employees are male.

Age of Respondents

Table 3.
Data information will age

Number	Type of Gender	Quantity	The percentage
1	18 – 25 tahun	20	14, 5%
2	26 –35 tahun	59	45, 9%
3	36 – 45 tahun	36	28, 2%
4	46 – 55 tahun	14	11, 4%
	Total	130	100%

Source: primary data processed

Based on the table above, it can be seen that there are 20 respondents aged 18-25 years (14. 5%). Respondents aged 26 - 35 years were 59 people (45. 9%). Respondents aged

36 - 45 years were 36 people (28. 2%). The respondents aged 46 - 55 were 14 people (11. 4%) Based on this data, it can be concluded that the majority of respondents aged 26 - 35 years were 59 people (45. 9).

Respondent's Period of Service

Table 4.
Data information on employee working time

Number	Employee age	Number of employees	The percentage value
1	1-5	19	13, 70%
2	6-10	31	23, 00%
3	11-15	27	21, 30%
4	More than 15	53	42. 00 %
	Overall value	130	100. . %

Source: processed preliminary primary data

The table above shows that 19 people (13. 7%) of PG Trangkil Pati employees have worked between 1-5 years, 31 people (23. 0%), 27 people (21. 3%), and 53 people (42. 0%) have worked more than 15 years. This shows that most employees have worked more than 15 years in PG Trangkil Pati.

Multiple Linear Regression Analysis

Table 5.
Analysis of Multiple Linear Regression

Variabel	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	0, 021	1, 705	0, 000
Remuneration	0, 414	0, 071	0, 383
Inspection	0, 371	0, 087	0, 287
Work fines	0, 388	0, 084	0, 323

Source: processed preliminary primary data

As a result of the above table, the resulting regression equation is:

1. The constant 0, 021 indicates that job discipline is 0, 021 if the independent variable is zero (0).
2. There is regression coefficient of remuneration of 0, 414, which means that job dicipline will increase by 41, 5% if remuneration increases by one unit.
3. The inspection regression coefficient by 0, 371, which means that work dicipline will increase by 37% if there is a one time increase in inspection.
4. The regression coefficient of work fines is 0, 388, which means that work dicipline will increase by 38, 9 % if work fines increase by one.

Partial Test (T-test)

Table 6.
Results of T Test Analysis (Partial)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.021	1.705	0,000	0.012	0.992
	Remuneration	0.414	0.071	0.383	5.886	0.000
	Inspection	0.371	0.087	0.287	4.316	0.000
	Work fines	0.388	0.084	0.323	4.688	0.000

Dependent Variable: Work discipline

Source: Primary data processed

a. Effect of remuneration on work discipline

Based on the table, it is known that remuneration has a positive and significant impact on work discipline, with a coefficient of 0.414 and a probability (sig) of 0.000. The calculated t value is greater than the t table, which is 5.886 greater than 1.978. Therefore, the first hypothesis (H1) is accepted.

b. Inspection effects on work discipline

According to the table, inspection has a positive and significant impact on work discipline, with a coefficient of 0.371 and a calculated t value of 4.316 with a probability (sig) of 0.000. The calculated t value is greater than the t table, i. e. 4.316 is greater than 1.978. Therefore, hypothesis two (H2) is accepted.

c. Effects of work penalties on work discipline

The table shows that job fines have a positive and significant effect on job discipline, with a coefficient of 0.388 and a calculated t value of 4.688 with a probability (sig) of 0.000. The calculated t value is greater than the t table, i. e. 4.688 is greater than 1.978. Therefore, hypothesis three (H3) is accepted.

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Table 7
F Test Results

The model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	844.976	4	281.659	46.701	0.000
Residual	765.973	128	6.032		
In total	1610.946	131			

a. Dependent Variable: Work discipline

Predictors: (Constant), Work fines, Remuneration, Inspection

Source: Primary data processed

Based on the table, it can be seen that the calculated F value is 46. 701 with a significance of 0. 000. The calculated F value when compared with the F table of 2. 676, the calculated F is more than Ftable (46. 701> 2. 676). This means that the research model is fit or in other words there is a positive and significant influence jointly between remuneration, inspection and work fines on work discipline so that hypothesis four (H4) is accepted.

Coefficient of Determination

Table 8.
Determination Test Results
Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0. 724	0. 525	0. 514	2. 456

a. Predictors: (Constant), Work fines, Remuneration, Inspection

Source: Primary data processed

Based on the results of the determination test, it is known that the adjusted R square value is 0. 514, which means that 51. 3% of the variation in the amount of employee work discipline can be explained by variations in remuneration, inspection and work fines. For the remaining 48. 7% others are explained by other variables outside the model.

DISCUSSION

Based on the results of the regression analysis above, it can be seen that among all the independent variables that have the greatest influence on the dependent variable in this study, namely the Remuneration variable. Furthermore, the work penalty variable and the smallest is the Inspection variable. The results of the regression analysis can be described as follows:

Effect of remuneration on work discipline

The results showed that the remuneration variable had a positive and significant effect on work discipline. The regression coefficient value is 0. 414, and the calculated t value is 5. 886, which is greater than the t table value of 1. 978. These results indicate that the higher the level of reciprocity of services that employees receive as a result of their work, the more likely they are to be more disciplined in their work. This is based on the fact that employees work to get remuneration in order to fulfil their needs. The better the remuneration provided by the company, the better the discipline and responsibility carried out. Providing remuneration will give employees satisfaction and love for the company so that employees will obey all existing rules and regulations that show job discipline. This is based on descriptive statistical data results which show that remuneration has an average value of 19. 51 with a standard deviation of 3. 245 which indicates understanding and agreement. That the

provision of high remuneration is the provision of wages / salaries on time, salaries can meet daily needs, there are incentives for the results of work according to the target, the existence of facilities that support work, the provision of benefits for all employees. These indications create satisfaction in employees so as to foster love for employees which has an impact on employee compliance with company rules and regulations.

Inspection effects on work discipline

The results showed that the inspection variable has a positive and significant effect on employee work discipline. It can be seen from the regression coefficient value of 0.371 with t count 4.316 which is more than t table 1.978. This result indicates that the higher the observation of the implementation of all operational activities by the leadership, the higher the work discipline. This is based on the fact that the inspections made the behaviour of employees can be monitored, so that the actions taken by employees can be known. The existence of this monitoring makes employees not think about taking actions that can harm the company, where employees will try to comply with all the rules and regulations set by the company. Compliance with company rules and regulations indicates the existence of work discipline in employees. This is supported by descriptive statistical data, which shows that inspection has a standard deviation of 2.723 and an average value of 15.44, which indicates that people understand and want that the existence of inspections is indicated by direct work inspections on employees, direction of employee work, leadership actions in assessing employee performance and direct inspections in improving work discipline. These indications indicate that there is monitoring of the behaviour and actions of employees in the company environment which has an impact on the absence of employee actions that violate company rules and regulations.

Effects of work fines on work discipline

The results showed that the job fines variable had a positive and significant effect on job discipline. The regression coefficient value is 0.839, and the calculated t value is 4.689, which is greater than the t table value of 1.978. These results suggest that harsher punishments given to workers who break the rules can increase discipline in the workplace. It is based on the fact that punishment is a form of negative motivation for employees. Employees who get work fines show that these employees have violated company rules and regulations. In order not to affect other employees, punishment can be applied. The existence of punitive sanctions given will make employees know that the actions taken so far have violated the rules, so that in the future employees will try to comply with the company's rules and regulations. The existence of compliance with company rules and regulations indicates

the existence of work discipline shown by employees. This is based on descriptive statistical results data, which shows that punitive sanctions have an average value of 15.51 with a standard deviation of 2.918, which indicates that there is an understanding and purpose that the existence of work discipline is indicated by the provision of sanctions for violations, the suitability of sanctions for violations, the impact of sanctions that have a deterrent effect, and sanctions that can affect work discipline. These indications show that the existence of appropriate sanctions will be able to changing the behaviour of employees who initially did not comply with company rules and regulations will become behaviour that complies with company rules and regulations.

Effects of Remuneration, Inspection, and work fines on work discipline

Based on the results of hypothesis four tests, it is found that remuneration, inspection and work fines simultaneously have a positive and significant effect on employee work discipline. The ability of remuneration, inspection and work fines to influence employee work discipline. The achievement of company goals cannot be separated from the human resources owned by the company. For this reason, the company must be able to manage its human resources. One important management in human resources is job discipline. To be able to improve job discipline, there are many things that can be done. One of them is the provision of remuneration where the provision of appropriate remuneration will be able to improve employee work discipline. In addition to remuneration, there is a need for inspections and work fines. The existence of inherent inspections makes employees not think about taking actions that violate company rules and regulations. Work fines are given to provide a deterrent effect or education for employees for violating company rules will harm themselves so that employees will be more compliant with company rules and regulations.

CONCLUSION AND SUGGESTIONS

Conclusions

Based on the results of the study on the factors affecting discipline in work, which consists of variables of remuneration, inspection and work fines, it can be concluded that remuneration has a positive and significant effect on the work discipline of employees of PG Trangkil Pati. Inspection has a positive and significant effect on the work discipline of employees of PG Trangkil Pati. Work fines have a positive and significant effect on the work discipline of employees of PG Trangkil Pati. Remuneration, inspection and work fines simultaneously have a positive and significant effect on the work discipline of employees of PG Trangkil Pati.

Suggestions

Based on the above findings, the following can be proposed: The results showed that the inspection variable has the least impact on work discipline. On the indicator of direct inspection in improving work discipline with the question that at work must be directly supervised by the company leadership so that PG Trangkil Pati is expected to increase direct inspection of employees such as monitoring employee behaviour this is done so that employees have the freedom to comply with all the rules set by the company. The results of the research on the work penalty variable have a sufficient influence on work discipline, where the weakest indicator is sanctions that can affect the improvement of employee discipline with the question that the heavy work discipline received can be used as a lesson so as not to repeat mistakes again. Therefore, PG Trangkil Pati must punish every employee who violates the rules in order to improve employee work discipline. The results of the research on work fines variables have a sufficient influence on work discipline, where the weakest indicator is sanctions that can affect the improvement of employee discipline with the question that the heavy work fines received can be used as a lesson so as not to repeat mistakes again. Therefore, PG Trangkil Pati must punish every employee who violates the rules in order to improve employee work discipline. Results The research variable remuneration has the strongest influence on employee job discipline. Providing appropriate remuneration will provide employee satisfaction and love for the company so that employees will obey all existing rules and regulations that show job discipline. For further research, it is hoped that it can include additional variables that have the potential to affect job discipline. As shown by the coefficient of determination of the three variables, which is fifty-one point seven per cent so that there are still forty-eight point three per cent of the influence of other variables outside of remuneration, inspection, job fines such as leadership style, fair work, job humanity, certainty, determination.

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