
THE EFFECT OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. TOMBAK INTAN IN TANGERANG

**M. Anton Nurhidayat, Dewi Sartika, Abdul Azis, Aldina Sulistiani
Eka Dewi**

Pamulang University, South Tangerang, Banten, Indonesia
@unpam.ac.id , dosen02208@unpam.ac.id , dosen02241@unpam.ac.id ,
aldinasulistiani07@gmail.com

ABSTRACT

The purpose of this study was to determine the effect of compensation and work discipline on employee performance at PT. Tombak Intan, in Tangerang, either partially or simultaneously. This study uses quantitative data with quantitative methods and hypothesis testing. The population is employees who work at PT. Tombak Intan, as many as 89 employees. The sampling technique used was saturated sampling technique, so that the entire population was sampled, namely 89 employees. Data analysis techniques are used by: 1. Validity and Reliability Test, 2. Classical Assumption Test, 3. Simple Regression, 4. Multiple Regression, 5. Correlation Coefficient, 6. Determination Coefficient and 7. Hypothesis Testing, all tests are carried out using operations SPSS application version 26. The results of this study are all questionnaire items are declared valid by obtaining a value of $r_{count} > r_{table}$ (0.208) and a reliable level for variable compensation (X1) 0.751, Work Discipline (X2) 0.667 and Employee Performance (Y) 0.639 which has a value Cronbach Alpha is greater than 0.600. And the results of this study indicate that Compensation (X1) has a positive and significant effect on Employee Performance (Y) with a partial t test, the value of $t_{count} > t_{table}$ or (7.784 > 1.988), it is also strengthened by a significant value of 0.000 < 0.05. With this it can be concluded that H01 is rejected and Ha1 is accepted. The results of the research on Work Discipline (X2) have a positive and significant effect on Employee Performance (Y) with a partial t test, the value of $t_{count} > t_{table}$ or (8.867 > 1.988), this is also strengthened by a significant value of 0.000 < 0.05. With this it can be concluded that H02 is rejected and Ha2 is accepted. The results of the study the effect of Compensation and Work Discipline simultaneously have a positive effect on Employee Performance, this is proven by the value of $F_{count} > F_{table}$ or (49.648 > 2.710) and significant 0.000 < 0.05, multiple linear regression equations to determine the effect of compensation and work discipline on employee performance with a value of $Y = 11.072 + 0.280X_1 + 0.448X_2$ and a correlation value of 0.732 and a coefficient of determination of 53.6%, while the remaining 46.4% is influenced by other factors not examined in this study. So it can be concluded that H03 is rejected and Ha3 is accepted.

Keywords: Compensation, Work Discipline, Employee Performance.

INTRODUCTION

In carrying out its activities, a company will strive to achieve predetermined goals. Within an organization, human resources are a crucial element in achieving these goals effectively and efficiently. The existence of human resources within a company plays a crucial role; the workforce has significant potential to carry out

company activities. A successful company is one that can efficiently and effectively combine its resources to achieve its desired goals.

Performance is the quality and quantity of work results achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them (Mangkunegara, 2015:75). Performance can be known and measured if an individual or group of employees has criteria or standards of success as a benchmark set by the organization. Therefore, without goals and targets set in the measurement, it is impossible to know the performance of an individual or organization without a benchmark for success.

Performance is inseparable from a company. Improving employee performance will lead to progress for the company, enabling it to survive in a competitive and unstable business environment. Therefore, efforts to improve employee performance represent a serious management challenge, as the success of achieving goals and the company's survival depend on the quality of its human resources. One crucial factor supporting the provision of good service to customers is human resources.

The phenomenon that occurs in terms of employee performance at PT. Tombak Intan is the low employee performance at PT. Tombak Intan based on the results of employee performance assessments where the quantity and quality of work still produce less than satisfactory results.

Table 1. Employee Performance Assessment based on Achievement 2019

AVERAGE RESULTS OF EMPLOYEE PERFORMANCE ASSESSMENT			
No	Assessment Indicators	Mark	Results
1	Quantity of Work	65	Not good
2	Quality of Work	70	Enough
3	Responsibility	74	Enough
4	Cooperation	80	Good
5	Initiative	73	Enough
Grade Classification: ≤ 100 (Very Good), ≤ 8.5 (Good), ≤ 7.5 (Fair), ≤ 6.5 (Poor), ≤ 5.5 (Fail)			

Source: PT. Tombak Intan Tangerang 2020

Based on table 1.1 above, it can be seen that the results of the assessment carried out by the human resources department (HRD) as a whole during the performance test and psychological test show that there are still many employees who have not been able to provide maximum performance to the company, especially in terms of quantity and quality of work which has the smallest points. This triggers the company to try to find out the cause of these points being a problem, whether there is an excessive workload, lack of communication or there are other things that are the cause.

This study focuses on two factors: compensation and work discipline, which are related to employee performance. The first factor concerns compensation. Compensation is crucial within a company because determining the amount of compensation indirectly impacts company performance. If the compensation provided to employees is too high without any significant changes in company performance, this can be detrimental to the company. Conversely, if the compensation

provided is too low, employees will likely perform less than optimally, impacting overall company performance.

Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company (Hasibuan, 2016:118). Providing compensation is very important for employees, because the amount of compensation is a measure of employee work performance. If the compensation system provided by the company is fair enough for employees, it will encourage employees to do their jobs better and be more responsible for each of the things given by the company. Therefore, the provision of compensation must be considered carefully to avoid inequality within the company, in this case the inequality in question is the effect of compensation on employee performance, whether that performance becomes increasingly good, so-so, or getting worse.

The phenomenon that occurs in terms of compensation at PT. Tombak Intan is that salaries are still below the district/city minimum wage, where employee roles and responsibilities do not align with what is provided by the company.

Table 2. Employee Salary Data at PT. Tombak Intan Tangerang 2019

Position	Rill	Minimum Wage
Manager	8,000,000	3,842,000
Office Staff	3,842,000	3,842,000
Marketing	3,000,000	3,842,000
Security	3,200,000	3,842,000
OB	2,500,000	3,842,000

Source: Primary Data Processed 2020

Based on Table 1.2 above, it can be explained that there is a gap between the expected salary and the actual salary. It is said that marketing staff down still do not meet the existing minimum wage standards, causing dissatisfaction in terms of compensation, which impacts employee morale to achieve each assigned target. Although the impact has not yet endangered the sustainability of the company, if left unchecked, this condition could become a threat to the company.

Besides compensation, another factor is work discipline. Work discipline is a key component that determines the success or failure of an individual's performance. Employees who are disciplined at work tend to carry out all activities in accordance with regulations, standards, and their assigned duties and responsibilities. For example, if an employee is frequently absent or late, this automatically harms the organization where they work.

Work discipline is an attitude of respecting, appreciating, obeying and complying with the applicable regulations, both written and unwritten, and being able to carry them out and not avoiding receiving sanctions if they violate the duties and authority given to them (Bejo Siswanto in Sinambela (2016:356). Compliance with regulations and work standards that have been set by management is a guarantee of successful achievement of goals.

The phenomenon that occurs in terms of work discipline at PT. Tombak Intan is that working hours do not comply with standard working hours, which makes employees undisciplined in their work, so that many employees still do not follow the company's rules and regulations.

Table 3. Work Discipline Data at PT. Tombak Intan Tangerang Based on Employee Attendance January - December 2019

Month	ABSENCE			Number of employees
	Alpha	Permission	Come too late	
January	64	54	110	89
February	72	36	90	89
March	78	42	75	89
April	80	24	70	89
May	74	18	100	89
June	70	30	60	89
July	64	48	65	89
August	56	72	80	89
September	60	48	85	89
October	72	72	50	89
November	92	66	75	89
December	88	54	90	89

Source: PT. Tombak Intan Tangerang 2020

Based on table 1.3 above, it shows the results of work absences on employee attendance in the period from January to December 2019. Overall, the condition is not good, where all employees, both those who come late and late, tend to fluctuate or experience an increase in employee absence, this is an indication of a decline in employee work discipline.

Employee absenteeism is crucial because it can lead to work being neglected. Absenteeism is a sign of low work discipline. Optimal work discipline is highly likely to result in good performance. In light of the above, work discipline is a crucial factor in a company because it can improve employee performance. Therefore, management's ability to enforce work discipline will significantly impact the achievement of company goals.

Based on this statement, the author intends to conduct research entitled "The Effect of Compensation and Work Discipline on Employee Performance at PT. Tombak Intan in Tangerang".

LITERATURE REVIEW

The literature review begins with a discussion on management. Many experts have put forward various definitions of management with varying emphases, which in this context can be defined as an activity carried out by a manager to direct subordinates or others in completing work to achieve a goal. According to Hasibuan (2016:01), management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve certain goals. This concept of management is widely applied across various fields to organize, lead, and manage all organizational resources so that they align with the expected targets.

Next, the discussion addresses employee performance. If performance is optimal and errors are minimal from an individual perspective, then compensation is considered to be functioning very well. Optimal employee performance facilitates the achievement of organizational goals, making it a crucial element. The goal of human

resource management is to increase employee contributions to the company in order to achieve productivity. The success of a company's activities is largely determined by the performance of its employees, with human resource performance deriving from the terms *job performance* or *actual performance*. Mangkunegara (2015:75) defines employee performance as the work results in terms of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them. Meanwhile, Wirawan in Abdullah (2014:3) interprets performance as the output produced by the functions or indicators of a job or profession within a certain time. Lijan Poltak Sinambela (2016:480) states that performance is the ability of employees to carry out certain skills, where ability and motivation determine each other. In addition, Simanjuntak in Widodo (2015:131) defines performance as the level of achievement of results for certain tasks from targets that must be achieved within a certain period. From these various expert views, performance can be synthesized as the work results of a person or group within an organization in terms of quality and quantity during a specific period, reflecting how well they meet job requirements in an effort to achieve company goals.

Regarding compensation, this element is typically provided by superiors to employees as a token of appreciation for hard work and can serve as a positive motivator for corporate progress. Compensation directly and indirectly impacts corporate performance. Providing excessive compensation without corresponding performance improvements will be detrimental to the company, whereas providing too little compensation prevents employees from working optimally. Therefore, compensation schemes must be carefully calculated. According to Hasibuan (2016:118), compensation is all income in the form of money or goods, directly or indirectly received by employees in return for services rendered. An effective compensation system helps attract and retain talented workforces and impacts strategic performance. Handoko (2012:108) adds that the main driving factor that causes people to work is the existence of human needs that must be fulfilled by selling energy, thoughts, and time. Marwansyah (2016:269) defines compensation as direct or indirect awards or rewards, financial or non-financial, that are fair and appropriate for employees' contributions. In general, compensation encompasses income in the form of money or goods for services rendered, which may take the form of wages (time-based payments) or salaries (payments for job responsibilities).

Finally, work discipline is understood as an individual's attitude and behavior demonstrating obedience, compliance, loyalty, regularity, and adherence to company regulations and prevailing social norms. Enforcing work discipline is crucial to ensure order and the smooth running of company operations to achieve optimal results, while also creating a pleasant work environment for employees. According to Bejo Siswanto in Sinambela (2016:356), work discipline is an attitude of respecting, appreciating, and obeying both written and unwritten regulations and being willing to accept sanctions if duties are violated. Hasibuan (2014:193) states that discipline is a person's awareness and willingness to obey all company regulations and applicable norms. Sutrisno (2016:86) defines discipline as an attitude of respect that exists in employees toward company provisions, where ignoring or violating rules reflects poor discipline. It can be concluded that work discipline is an employee's willingness to comply with all company regulations, reflecting a high sense of responsibility that

fosters work enthusiasm and the achievement of company, employee, and community goals.

METHODS

This research was conducted at PT Tombak Intan, located at Jl. H. Soleh No. 9, Kp. Bungaok RT 005 RW 002, Caringin, Legok District, Tangerang Regency, 15820. This location was chosen because the authors aimed to examine the effects of compensation and work discipline on the company's employees. The study spanned four months, from October 2020 to January 2021. The research process was executed in structured stages according to the project's requirements, beginning with proposal preparation, a proposal seminar, material refinement, instrument development, primary and secondary data collection, data processing, and final report compilation.

To set clear boundaries for the data, this study defined its population and sample parameters. According to Sugiyono (2017:215), a population is a generalization domain consisting of objects or subjects with specific qualities and characteristics, whereas Arikunto (2014:173) defines it as the entire subject of research. The target population in this study comprised all 89 employees of PT Tombak Intan. Furthermore, a sample is defined by Sugiyono (2017:215) and Arikunto (2014:131) as a subset or representative representation of the population under study. Given the manageable size of the target group, the sample for this research included the entire population, totaling 89 employees

RESULTS AND DISCUSSION

PT. Tombak Intan is located at Jl. H. Soleh No. 9 Kp. Bungaok Caringin Legok Tangerang 15820, Tel: (021) 29443391-93. PT. Tombak Intan was established in the Republic of Indonesia based on Deed No. 19 of Notary Robert Purba, SH., dated October 12, 2005. This deed of establishment has been approved by the Minister of Law and Human Rights of the Republic of Indonesia based on Decree No. C-32542HT.01.01.TH2005 dated December 8, 2005. The Company's articles of association have been amended several times, most recently based on Deed No. 2 dated September 9, 2014 from Notary Weni Kurniawali Hami Seno, SH., and has obtained approval from the Minister of Law and Human Rights of the Republic of Indonesia Number AHU-07666.40.20.2014 of 2014 on September 9, 2014.

In accordance with Article 3 of the Company's Articles of Association, the Company's purpose and objective is to engage in general trade, agency, representation, service contractor, transportation, printing, agriculture, mining, real estate, industry, and consulting. Currently, the Company's primary business activity is housing development. The first housing project undertaken by PT. Tombak Intan Tangerang is The Green Residence Legok which has a land area of approximately 5 hectares with a cluster housing concept and is located in the Legok area, Tangerang. The first phase of this development is the Green Apple Type which has 125 housing units and all units have been sold in just 5 months. Then PT. Tombak Intan developed various other housing types such as the Bougenville Type with 80 housing units, the Jasmine Type with 80 housing units, to the most

luxurious type, the Sapphire Type with 40 housing units. In total, the entire existing housing complex totals 325 housing units.

PT. Tombak Intan Tangerang has demonstrated its commitment by building homes before marketing them, allowing potential customers to see the actual buildings, not just pictures. PT. Tombak Intan Tangerang will realize further projects that are expected to contribute to the property world. With high commitment, hard work, and a sincere heart, PT. Tombak Intan Developer & Real Estate believes it will become one of the Best Property Development Companies.

4.1 Discussion of Results Study

To facilitate the discussion of the analysis carried out, the influence of each independent variable, including compensation and work discipline on employee performance, will be explained.

4.1.1 The Effect of Compensation (X1) on Employee Performance (Y)

From the results of the partial regression test, the effect of compensation (X1) on employee performance (Y) produces a regression equation value of $Y = 18.047 + 0.545X_1$, a correlation coefficient of 0.641, meaning that the two variables have a strong level of relationship. The determination or contribution value an influence of 0.411 or 41.1% while the remaining 58.9% is influenced by other factors. Test hypothesis obtained t count value > t table or (7,784 > 1,988). D Thus, the hypothesis stating that compensation has a significant effect on employee performance is proven. This is supported by previous research on compensation, namely by Lili Sularmi (2018), entitled "The Effect of Compensation and Motivation on Employee Performance (Case Study at PT. Wom Finance, Tbk Jakarta)". The results of the analysis show that compensation has a positive and significant effect on employee performance of 0.410.

4.1.2 The Influence of Work Discipline (X2) on Employee Performance (Y)

From the results of the partial regression test, the effect of compensation (X1) on employee performance (Y) produces a regression equation value of $Y = 13.822 + 0.655X_2$, a correlation coefficient of 0.689, meaning that the two variables have a strong level of relationship. The determination or contribution value an influence of 0.475 or 47.5% while the remaining 52.5% is influenced by other factors. Test hypothesis obtained t count value > t table or (8,867 > 1,988). D Thus, the hypothesis stating that work discipline has a significant effect on employee performance is proven. This is supported by previous research on work discipline, namely by Febri Fitriani Badiah (2019), entitled "The Effect of Discipline on Employee Performance (Case Study at PT Oppo Indonesia Tangerang)". The results of the study indicate that the discipline variable has a significant effect on employee performance because it has a value $t_{hitung} 8.451 > t_{tabel} 2.017$.

4.5.3 The Influence of Compensation (X1) and Work Discipline (X2) on Employee Performance (Y)

From the results of the data processing above, it will explain the influence of Compensation (X1) and Work Discipline (X2) on Employee Performance (Y) simultaneously (together) producing a value regression equation $Y = 11.072 + 0.280X_1 + 0.448X_2$. The correlation coefficient value or level of relationship between the independent variable and the dependent variable was obtained at 0.732, meaning

there is a strong relationship. The value of the coefficient of determination or The contribution of simultaneous influence is 53.6% while the remaining 46.4% is influenced by other factors. The hypothesis obtained a calculated F value $> F$ table or ($49.648 > 2.710$). Thus, the hypothesis stating that compensation and work discipline have a significant effect on employee performance is proven. This is in line with previous research by Ruli Haris (2019), entitled "The Effect of Motivation, Compensation and Work Discipline on Employee Performance (Case Study at PT Dwi Tunggal Putra Jakarta)". The results of the study indicate that work motivation, compensation and work discipline simultaneously have a positive and significant effect on employee performance because they have a calculated F value $> F$ table value, namely $23.071 > 2.70$

CONCLUSION

The research demonstrates that compensation significantly influences employee performance, as reflected in the regression equation $Y = 18.047 + 0.545X_1$ and a strong correlation value of 0.641. Compensation accounts for 41.1% of the performance variance, with hypothesis testing confirming its statistical significance ($t\text{-count } 7.784 > t\text{-table } 1.988$), leading to the acceptance of H_{a1} . Similarly, work discipline exhibits a significant impact on employee performance through the regression equation $Y = 13.822 + 0.655X_2$ and a strong correlation of 0.689. It contributes 47.5% to performance, supported by $t\text{-count } 8.867 > t\text{-table } 1.988$, which validates H_{a2} . When examined simultaneously, compensation and work discipline exert a substantial joint effect on employee performance at PT. Tombak Intan in Tangerang, represented by the multiple regression equation $Y = 11.072 + 0.280X_1 + 0.448X_2$ and a strong correlation of 0.732. Together, they explain 53.6% of the variance in employee performance, while the remaining 46.4% is influenced by unexamined external factors. This combined effect is statistically proven by $F\text{-count } 49.648 > F\text{-table } 2.710$, rejecting H_{03} in favor of H_{a3} .

To optimize these dynamics, management should address specific areas highlighted by lower respondent scores. Regarding compensation, the company needs to reevaluate its salary structures to ensure alignment with employee roles and responsibilities, as respondents expressed dissatisfaction with current pay alignment. In terms of work discipline, management must better control working hours and review whether excessive workloads are forcing employees to stay past standard schedules. Finally, addressing performance concerns requires evaluating the efficiency and effectiveness of assigned workloads relative to employee capacities.

BIBLIOGRAPHY

- A.A. Anwar Prabu Mangkunegara. (2015). *Manajemen Sumber Daya Manusia. Perusahaan*. Bandung : PT. Remaja Rosdakarya.
- AA. Anwar Prabu Mangkunegara. (2014). *Manajemen Sumber Daya Manusia*
- Abdullah, M. (2014). *Manajemen dan Evaluasi Kinerja Karyawan*. Yogyakarta : Alfabeta, CV
- Andi Supangat. (2015). *Statistika dalam Kajian Deskriptif, Inferensi dan Non Parametric, Edisi Pertama*. Jakarta: Kencana Prenada Media Group.
- Anoraga, Pandji. (2015). *Psikologi Kerja*. Jakarta: PT. Rineka Cipta.

- Arikunto, Suharsimi. (2014). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta : Rineka Cipta.
- Aswaja Pressindo.
- Badiah, Febri Fitriani. (2019). "Pengaruh Disiplin Terhadap Kinerja Karyawan Pada PT Oppo Indonesia Tangerang". Dalam jurnal Universitas Pamulang.
- Bintoro dan Daryanto. (2017). *Manajemen Penilaian Kinerja Karyawan Cetakan 1*. Yogyakarta : Gava Media.
- Bumi Aksara.
- Desenja, Bimpi Arispa. (2019). "Pengaruh Kompensasi Terhadap Kinerja Karyawan Pada PT Indah Kiat Pulp & Paper Tbk Tangerang Selatan Bagian Produksi", Skripsi Mahasiswa Universitas Pamulang.
- Dessler, Gari. (2011). *Manajemen Sumber Daya Manusia*. Jakarta: Penerbit Indeks.
- Edy, Sutrisno. (2011). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana.
- George Terry R & Rue, Leslie W. Rue. (2015). *Dasar-Dasar Manajemen*. Jakarta Bumi Aksara.
- Ghozali. (2017). *Aplikasi Analisis Multivariate dengan Program SPSS, Edisi Kelima*. Semarang: Badan Penerbit Undip.
- Handoko, T Hani. (2012). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE
- Haris, Ruli (2019). "Pengaruh Motivasi, Kompensasi dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Dwi Tunggal Putra Jakarta". Dalam jurnal Universitas Pamulang
- Hasibuan, Malayu S.P (2013), *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.
- Hasibuan, Malayu S.P (2014), *Manajemen Sumber Daya Manusia Edisi Revisi*. Jakarta: PT Bumi Aksara.
- Hasibuan, Malayu S.P. (2012). *Manajemen SDM Edisi Revisi Cetakan Ke*
- Hasibuan, Malayu S.P. (2016). *Manajemen Sumber Daya Manusia Edisi Revisi*. Jakarta: PT Bumi Aksara.
- Herman Sofyandi. (2015). *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha
- Hermansyah, Yakup. (2018). "Pengaruh Disiplin Kerja, Kompensasi dan Motivasi Terhadap Kinerja Karyawan pada PT. Rani Nofia Jaya (Ray White Bintaro Tangerang Selatan)". Dalam jurnal Universitas Pamulang.
- Ilmu.
- Istijanto. (2009), *Aplikasi Praktis Riset Pemasaran*. Jakarta: Gramedia Pustaka Utama.
- keempat. Bandung: Alfabeta,CV
- Malhotra, N.K. (2009), *Riset Pemasaran, Edisi keempat, Jilid 1*. Jakarta: PT Indeks.
- Marwansyah. (2016). *Manajemen Sumber Daya Manusia Edisi Dua Cetakan Perusahaan*. Bandung: PT. Remaja Rosdakarya.
- Safiuddin, Muhammat. (2019). "Pengaruh Kepemimpinan, Kompensasi dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Rumah Sakit Medika BSD
- Santoso, S. (2015). *SPSS20 Pengolahan Data Statistik di Era Informasi*. Jakarta: PT. Alex Media Komputindo, Kelompok Gramedia.
- Setiawan, Muhammad. (2019). "Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Bank Mandiri Cabang Unika Atmajaya – Semanggi Jakarta Selatan". Dalam jurnal Universitas Pamulang.

- Sinambela, Lijan Poltak. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: PT Sudjana. (2005). *Metode Statistik*. Bandung: PT. Remaja Rosda Karya.
- Sugiyono. (2012). *Memahami Penelitian Kualitatif*. Bandung : Alfabeta.
- Sugiyono. (2015). *Metode Penelitian Kombinasi (Mix Methods)*. Bandung: Alfabeta.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung :
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sularmi, Lili. (2018). "Pengaruh Kompensasi dan motivasi Terhadap Kinerja Karyawan Pada PT Wom Finance, Tbk Jakarta". Dalam jurnal Universitas Pamulang, Jenius Vol.2 No.1 September 2018.
- Sularmi, Lili. (2019). "Pengaruh Budaya Organisasi dan Disiplin Terhadap Kinerja Karyawan Pada PT. Mega Perintis Tbk". Dalam jurnal Universitas Pamulang Jenius Vol. 3 No.1 September 2019.
- Susanto, Dwi. (2019). "Pengaruh Kompensasi Dan Promosi Jabatan Terhadap Kepuasan Kerja Karyawan PT Bangun Satya Wacana Kelompok Kompas Gramedia Palmerah Barat". Dalam Jurnal Universitas Pamulang.
- Sutrisno Edy, M,Si. (2015). *Manajemen Sumber Daya Manusia*. Jakarta: Prenada Media Group.
- Tangerang". Dalam jurnal Universitas Pamulang.
- Tigabelas. Jakarta : PT Bumi Aksara.
- Widodo, S. E. (2015). *Manajemen Pengembangan Sumber Daya Manusia*. Yogyakarta: Pusaka Pelajar.