



The Influence of Discipline Level, Career Development, Employee Training and Compensation on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi)

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ABSTRACT

This study aims to determine the effect of discipline level, career development, employee training, and compensation on employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi). This type of research is quantitative with an associative approach. Data were collected by distributing questionnaires to 96 respondents from a total population of 125 people. The research instrument consisted of 40 statements that had been tested for validity and reliability, using a Likert scale.

Data analysis was carried out by testing validity, reliability, multiple linear regression, t-test, F-test, and coefficient of determination (Adjusted R²). The results showed that the level of discipline had a negative and significant effect on employee performance, while career development and compensation had a positive and significant effect. Employee training had no significant effect. Simultaneously, the four independent variables had a significant effect on employee performance with an Adjusted R² value of 0.386, which means that 38.6% of the variation in employee performance can be explained by these variables.

This finding emphasizes the importance of career development and compensation as a company priority in improving employee performance.

Keywords: Discipline Level, Career Development, Employee Training, Compensation, Employee Performance.

INTRODUCTION

PT. Putri Gundaling Indah (Sinabung Hills Berastagi) as one of the leading hotels in Karo Regency, continues to strive to improve the quality of employee work through an integrated



managerial approach. Work discipline is implemented through strict supervision and work regulations. Career development is provided through promotions and assignments that match potential. Training is carried out to improve employee technical and soft skill competition. While compensation is provided both in direct (salary, allowances) and indirect forms, such as social security for employment and health.

One form of compensation that is an indicator of company attention is active participation in the BPJS Employment and BPJS Health programs.

Table 1. Social Security Compensation Data

BPJS-KETENAGAKERJAAN							BPJS-KESEHATAN	
Tahun	Perusahaan	Perusahaan	Perusahaan	Pekerja	Perusahaan	Pekerja	Perusahaan	Pekerja
2023	JKK (0,50%)	JKM (0,30%)	JHT (3,50%)	JHT (2,00%)	JP (2,00%)	JP (1,00%)	BPJS-KIS (4,00%)	BPJS-KIS (1,00%)
2024	JKK (0,54%)	JKM (0,30%)	JHT (3,70%)	JHT (2,00%)	JP (2,00%)	JP (1,00%)	BPJS-KIS (4,00%)	BPJS-KIS (1,00%)

Compensation is part of a company's strategy to improve employee performance. In this context, work discipline, career development training, and compensation interact and influence work productivity. However, employee work results are often not optimal even though these programs are implemented. The imbalance between employee expectations and company policies in these four factors can have an impact on decreasing employee performance, which ultimately affects the company's overall productivity.

Based on the existing phenomenon, the author is interested in examining how the level of discipline, career development, employee training, and compensation influence employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi). For that, the author chose the title "The Influence of Discipline Level, Career Development, Employee Training, Compensation on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi)".



Identification of problems

Based on the problems that occur at PT. Putri Gundaling Indah Berastagi (Sinabung Hills Berastagi), the following can be identified, namely:

- 1 Low work discipline is seen from the inaccuracy of working hours.
- 2 Employees experience premature satisfaction which then has an impact on self-development and careers that are less than optimal.
- 3 The work ability of employees in the company is still not in accordance with their positions so that employee training is needed.
- 4 Use of facilities and utilization of compensation that is not in accordance with employee loyalty to the company.
- 5 This company has experienced a decline in employee performance which is reflected in the large number of employee jobs that cannot be completed on time.

Formulation of the problem

- 1 How does the Level of Discipline affect employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 2 How does Career Development affect employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 3 How does Employee Training affect employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 4 How does Compensation affect employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 5 How do the Level of Discipline, Career Development, Employee Training, and Compensation simultaneously affect Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi)?

Research purposes

- 1 To find out and analyze the influence of Discipline Level on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 2 To find out and analyze the influence of Career Development on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 3 To find out and analyze the influence of Employee Training on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
- 4 To find out and analyze the influence of Compensation on Employee Performance at PT.



- Putri Gundaling Indah (Sinabung Hills Berastagi).
- 5 To find out and analyze the influence of Discipline Level, Career Development, Employee Training, and Compensation simultaneously on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

Benefits of research

The benefits of this study are:

1. For the Author
As a study material and to add research references for the S-1 Management Study Program, Faculty of Economics, Universitas Prima Indonesia.
2. For PT. Putri Gundaling Indah (Sinabung Hills Berastagi)
As a consideration for PT. Putri Gundaling Indah (Sinabung Hills Berastagi) to further improve the level of discipline, career development, employee training, and compensation for Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
3. For the Faculty of Economics, Universitas Prima Indonesia
As an increase in knowledge and insight for researchers in the field of Human Resource Management, especially those related to the level of discipline, career development, employee training, and compensation for Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).
4. For further researchers
As a reference for further researchers who want to conduct research with the same research variables.

LITERATURE REVIEW

Discipline Level

According to Sutrisno (2019), discipline is an attitude of respect for company regulations and provisions, which exists within employees that causes them to voluntarily adjust to company regulations and provisions.

According to Hasibuan (2016), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms.

Career Development

Stone (in Djestawana, 2009:61) defines a career as a series of positions or jobs held by a person



for a relatively long period of time. A career can also be interpreted as a person's progress in a field of work that he or she obtains during the time he or she works. The progress of an employee's position in an organization from the initial position when entering (according to the diploma and competency possessed), to the highest position when retiring can be said to be a person's career. When many structures are occupied and their structural positions always rise, then it can be said that the employee's career is good.

Moekijat (2007) explains that a career can be defined as a series of separate work activities but are related to continuity, position, and have meaning in a person's life. The separate jobs referred to here are different jobs not only in the same profession, but it is also possible that two to three professions are pursued either continuously or intermittently.

Employee Training

Bernardin & Russell in Gomes (2000:197) stated that training is any effort to improve worker performance in a particular job that is currently their responsibility, or a job that is related to their job. Training is more related to improving the skills of employees/workers who already occupy a particular job or task so that it emphasizes more on skills.

Sinambela (2012:209) explains that training is a learning process that allows employees to carry out current work according to standards.

Compensation

According to Edison, et al., (2016), "This compensation is a form of reward (either in the form of money or natural) received by employees or workers for the efforts produced."

According to Darodjat (2018), "Compensation is also called an award (reward) given to workers as a reward for the contribution they make to the organization."

Based on the understanding above, compensation is a form of reward given by the company to employees for the contributions or efforts made and produced to the company.

Employee performance

According to Torang (2013), employee performance is the quantity and results of individual or group work within an organization in carrying out main tasks and functions that are guided by norms, standard operating procedures, criteria and measurements that have been set or that apply in the organization.

According to Sutrisno (2019), employee performance is the result of employee work seen from the aspect of quantity, quantity of working time and cooperation to achieve goals that have been set



by the organization.

According to Hamali (2019), employee performance is a very abstract concept and requires a certain definition stating its attributes in detail and completely.

From the several definitions above, it can be concluded that employee performance is the result of employee work in completing the tasks and responsibilities given to him.

METHODS

Research Approach

This research approach is based on a quantitative approach. According to Sangadji and Sopiah (2013) quantitative research is research that is more based on data that can be calculated to produce an interpretation.

Types of research

In this study, the researcher used a quantitative descriptive research method. According to Sujarweni (2014), deductive research is research that has a general nature to become specific, meaning that this research must begin with an existing theory, then research is conducted to prove the existing theory.

Nature of Research

The nature of the research used is descriptive explanatory which aims to explain the position of the variables studied and the relationship between variables and other variables.

Research Population

According to Arikunto (2017:173), "Population is the entire research subject." The population in this study was 125 employees.

Research Sample

According to Sunyoto (2018:48), "A sample is a portion of a population whose characteristics are to be studied, and is considered to be able to represent the entire population." So in our study we used the Slovin formula, with the formula $n = N / (1 + N \times e^2)$. So according to the error rate ($e = 5\%$), the sample we processed in this study amounted to 96 employees.

Data collection technique

In this study, there are two data collection techniques used, namely:

1. Questionnaire

According to Arikunto (2016:194), a questionnaire is a number of written questions used to obtain information from respondents in the sense of reports about their personality, or things they know. The questionnaire was distributed to research employees.

2. Interview



According to Arikunto (2016:198), an interview which is often called an interview or oral questionnaire is a dialogue conducted by an interviewer. The interview was conducted with several employees.

Data Types and Sources

The data sources in this study are:

1 Primary Data

According to Sujarweni (2019:89), primary data is data obtained from respondents through questionnaires, focus groups and panels or also data from interviews with researchers with source data. Primary data is obtained through interviews and research questionnaires distributed to employees.

2 Secondary Data

According to Sujarweni (2019:89), secondary data is data obtained from records, books and magazines in the form of published financial reports of companies. Examples are books and journals related to this research.

Research Variables

The measurement scale for the variables work discipline (X1), career development (X2), employee training (X3), compensation (X4), employee performance (Y) uses a Likert scale.

Validity and Reliability Test of Variable Instruments

Validity Test

According to Priyatno (2018:20), item validity test is used to determine how accurately an item measures what it wants to measure. Then the significance test is carried out with the criteria using t_{table} at a significance level of 0.05 with a 2-sided test.

- 1) If the positive value of $r_{count} > r_{table}$, the item can be declared valid.
- 2) If the value of $r_{count} < r_{table}$, the item can be declared invalid.

Reliability Test

According to Priyatno (2018:25), the reliability test is used to determine the consistency of measuring instruments that usually use questionnaires. The reliability test is a continuation of the validity test, the items that enter the test are only valid items and to determine whether to use a reliable instrument or not, a limit of 0.6 is used.



Classical Assumption Test

Normality Test

According to Priyatno (2018:73), data normality test is important because with normally distributed data, the data is considered to be able to represent the population.

- 1 Kolmogorov smirnov, if the significance is ≤ 0.05 , the conclusion is that the data is not normally distributed. If the significance is > 0.05 , the conclusion is that the data is normally distributed.
- 2 Histogram and normal probability plot graphs, according to Ghozali (2016:154), one of the easiest ways to see residual normality is to look at the histogram graph that compares observational data with a distribution that approaches a normal distribution. The normal distribution will form a straight diagonal line and the residual data plot will be compared to the diagonal line. If the residual data distribution is normal, then the line depicting the actual data will follow the diagonal line.

Multicollinearity Test

According to Ghozali (2018:103), the multicollinearity test aims to test whether the regression model finds a correlation between independent variables. The presence of multicollinearity is a tolerance value

≥ 0.10 or equal to a VIF value ≤ 10 .

Heteroscedasticity Test

According to Ghozali (2018:134), the heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residuals of one observation to another. We use the Scatterplot method to detect the presence or absence of heteroscedasticity.

Research Data Analysis Model

Research Model

The research model used in this study is multiple linear regression analysis. According to Sujarweni (2019:149), multiple linear regression is a regression that has one dependent variable and more than one independent variable. The formula is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Determination Coefficient

According to Sujarweni (2019:164) the determination coefficient (R^2) is used to determine the percentage change in the dependent variable (Y) caused by the independent variable (X). If R^2 is



greater, then the percentage change in the dependent variable (Y) caused by the independent variable (X) is higher.

Partial Hypothesis Testing (T-Test)

According to Sujarweni (2019:118), the t-test is used to determine whether there is a significant relationship or influence between the independent variables partially on the dependent variable.

Simultaneous Hypothesis Testing (F-Test)

According to Sujarweni (2019:137), the F-Test is used to determine the effect between independent variables on dependent variables simultaneously.

H0: $b_1, b_2, b_3 = 0$, (Simultaneously, Leadership Style, Motivation and Work Discipline do not affect Employee Performance of PT. Putri Gundaling Indah (Sinabung Hills Berastagi))

Ha: $b_1, b_2, b_3 \neq 0$, (Simultaneously, Leadership Style, Motivation and Work Discipline affect Employee Performance of PT. Putri Gundaling Indah (Sinabung Hills Berastagi).)

1. H0 is accepted if $F_{count} \leq F_{table}$ for a significant level of $\alpha = 5\%$
2. Ha is accepted if $F_{count} > F_{table}$ for a significant level of $\alpha = 5\%$

RESULTS

Descriptive Statistical Analysis

Descriptive statistical measurements of these variables need to be done to see the general data description such as the average, highest, lowest and standard values of each variable, namely Discipline Level (X1), Career Development (X2), Employee Training (X3), Compensation (X4) and Employee Performance (Y). Regarding the results of the Descriptive Statistical Test of the study can be seen in table III.1 as follows:

Table 2 Descriptive Statistical Test Results

	N	Minimum	Maximum	Mean	Std. Deviation
Tingkat Disiplin	96	19	39	30.27	5.157
Pengembangan Karier	96	14	37	25.11	5.879
Pelatihan Karyawan	96	17	38	29.33	4.888
Kompensasi	96	17	38	28.57	4.877
Kinerja Karyawan	96	16	35	26.17	4.571
Valid N (listwise)	96				

Source: SPSS 22 output, Data has been processed



Based on the Descriptive Test Results above, it can be described that the distribution of data obtained by the researcher is :

1. Discipline Level Variable (X1), from the data it is described that the minimum value is 19 while the maximum is 39, the average value of the Discipline Level is 30.27 and the standard deviation of the Discipline Level data is 5.157.
2. Career Development Variable (X2), from the data it is described that the minimum value is 14 while the maximum is 37, the average value of Career Development is 25.11 and the standard deviation of the Career Development data is 5.879.
3. Employee Training Variable (X3), from the data it is described that the minimum value is 17 while the maximum is 38, the average value of Employee Training is 29.33 and the standard deviation of the Employee Training data is 4.888.
4. Compensation Variable (X4), from the data it is described that the minimum value is 17 while the maximum is 35, the average value of Compensation is 28.57 and The standard deviation of the Compensation data is 4.877.
5. Employee Performance Variable (Y), from the data it is described that the minimum value is 16 while the maximum is 35, the average value of Employee Performance is 26.17 and the standard deviation of the Employee Performance data is 4.571.

Test Research Instruments

Validity Test

Validity testing is conducted to measure the extent to which each statement in the questionnaire is able to measure the intended variable accurately. In this study, the validity test was conducted on 40 statement items consisting of five variables that have 8 statement items. The technique used in this validity test is the Pearson Product Moment correlation. The number of respondents in the study was 96 people, so the r table value at a significance level of 5% ($\alpha = 0.05$) was 0.201.

Table 3. Validity Test Results

Variabel Penelitian	Pernyataan	rhitung
		10,769
		20,806
		30,718
Tingkat Displin	4	0,251
		50,778
		60,611



		70,794
		80,748
		10,804
		20,796
		30,807
Pengembangan Karier	4	0,765
		50,776
		60,791
		70,788
		80,756
		10,789
		20,823
		30,823
Pelatihan Karyawan	4	0,781
		50,819
		60,815
		70,821
		80,811
		10,847
		20,841
		30,849
Kompensasi	4	0,853
		50,861
		60,822
		70,854
		80,812



	10,727
	20,758
	30,741
Kinerja Karyawan	40,706
	50,682
	60,688
	70,687
	80,693

Source: SPSS 22 output, Data has been processed

Based on the results of the validity test shown in Table 3.2, it can be seen that all questions have a calculated r value greater than the r table (0.201), so they are declared valid. This shows that each question item in the instrument has adequate validity and is suitable for measuring the variables studied. Thus, all instrument items are declared valid and can be used in the data collection process at the next stage.

Reliability Test

Reliability testing was carried out using the Cronbach's Alpha technique, where the reliability value is considered good if the Cronbach's Alpha value is greater than 0.60.

Table 4. Reliability Test Results

Variabel	Cronbach's Alpha	Keterangan
Tingkat Disiplin	0.860	Reliabel
Pengembangan Karier	0.901	Reliabel
Pelatihan Karyawan	0.910	Reliabel
Kompensasi	0.933	Reliabel
Kinerja Karyawan	0.883	Reliabel

Source: SPSS 22 output, Data has been processed

Based on the table above, the Cronbach's Alpha value is greater than the minimum limit of 0.60. This shows that the instrument used has a level of reliability that is worthy of use.

Classical Assumption Test

Normality Test

Table 5. of Results of One-Sample Kolmogorov-Smirnov Test Normality Test



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		96
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.50631204
Most Extreme Differences	Absolute	.073
	Positive	.073
	Negative	-.073
Test Statistic		.073
Asymp. Sig. (2-tailed)		.200 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: SPSS 22 output, Data has been processed

Based on the results of the normality test, the significance value is $0.0200 > 0.05$, so it can be concluded that the residual value is normally distributed.

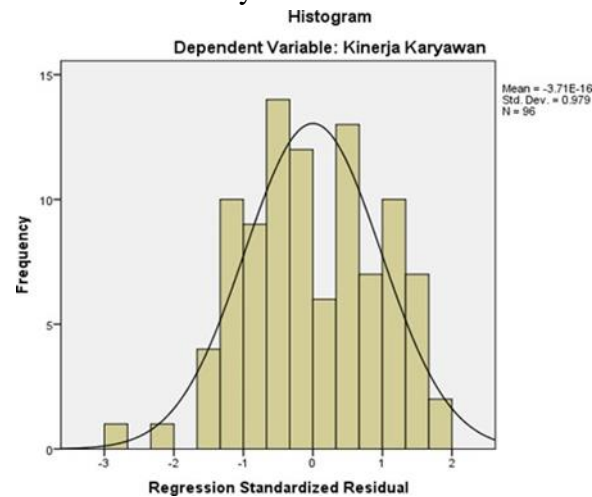


Figure 1. of Normality Test Results with Histogram Graph

Source: SPSS 22 output, Data has been processed



Based on the image above, it can be seen that the bell-shaped line does not deviate to the left or right. This indicates that the data is normally distributed and meets the assumption of normality.

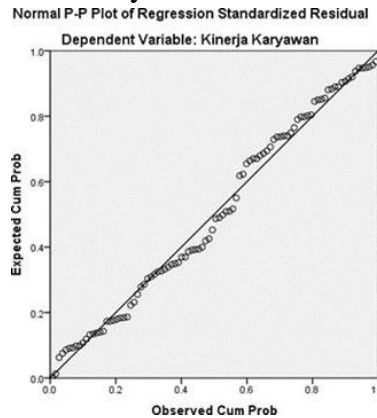


Figure 2. of Normality Test Results with Probability Plot Method

Source: SPSS 22 output, Data has been processed

The image above shows that the data is spread around the diagonal line and follows the direction of the diagonal line. This explains that the data regressed in this study is normally distributed.

Multicollinearity Test

Table 6 Multicollinearity Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	25.116	4.334		5.796	.000		
Tingkat Disiplin	-.303	.085	-.341	-3.543	.001	.983	1.017
Pengembangan Karier	.036	.642	.008	.056	.956	.473	2.114
Pelatihan Karyawan	.124	.130	.132	.954	.342	.476	2.102
Kompensasi	.226	.091	.241	2.488	.015	.974	1.027

a. Dependent Variable: Kinerja Karyawan

Source: SPSS 22 output, Data has been processed



Based on table 3.5, the calculation of the Tolerance value shows that there are no independent variables that have a value <0.10 and the calculation results of the Variance Inflation Factor (VIF) value also show that there are no independent variables that have a VIF value >10 . It can be concluded that there is no multicollinearity between the independent variables in the regression model.

Heteroscedasticity Test

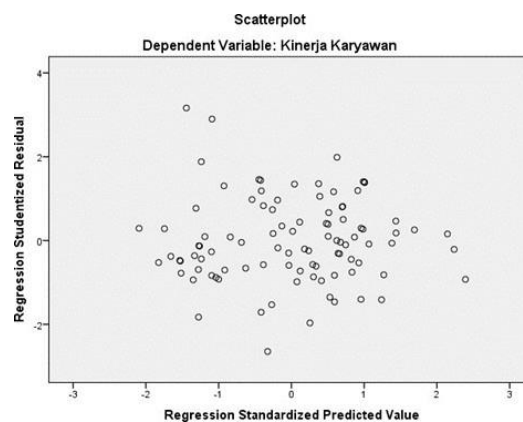


Figure 3. of Heteroscedasticity Test Results Using Scatterplot Method

Source: SPSS 22 output, Data has been processed

Based on the image of the Heteroscedasticity Test Results of the Scatterplot Method, it shows that the points that are spread do not form certain patterns and are spread above and below the number 0 on the Y axis, which means that there is no heteroscedasticity so that the regression model is suitable for use.

Reporting Research Results

Research Model

In this study, the researcher used multiple linear regression analysis as a research model with the aim of knowing or predicting changes that occur in certain variables because they are influenced by changes in other variables. The formula used is :

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

The following are the results of multiple linear regression analysis :



Table 7. Multiple Linear Regression Analysis Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.337	3.868		4.224	.000
Tingkat Disiplin	-.241	.073	-.272	-3.318	.001
Pengembangan Karier	.391	.064	.503	6.123	.000
Pelatihan	.098	.075	.104	1.293	.199
Kompensasi	.155	.077	.166	2.024	.046

Dependent Variable: Employee Performance

Source: SPSS 22 output, Data has been processed

$$Y = 16.337 + -0,241 X1 + 0,391X2 + 0.098X3 + 0,155 X4 + e$$

The explanation of the multiple linear regression above is as follows :

1. The constant value of employee performance (Y) is 16.337, which means that if the Discipline Level (X1), Work Discipline (X2) and Job Training (X3). Then Y is 16.337.
2. The coefficient value of X1 is -0.241 and has a negative value, which means that if there is an increase of 1 unit in X1. Then Y will experience a decrease of - 0.241.
3. The coefficient value of X2 is 0.391 and has a positive value, which means that if there is an increase of 1 unit in X2. Then Y will experience an increase of 0.391.
4. The coefficient value of X3 is 0.398 and has a positive value, which means that if there is an increase of 1 unit in X3. Then Y will experience an increase of 0.398.

Hypothesis Determination Coefficient

Table 8. Analysis of Hypothesis Determination Coefficient Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.642 ^a	.412	.386	3.583

a. Predictors: (Constant), Compensation, Training, Discipline Level, Career Development

b. Dependent Variable: Employee Performance

Source: SPSS 22 output, Data has been processed



Table 8 explains the results of the adjusted R square value of 0.386 indicating that 39% of the variation in employee performance can be explained by the variables of discipline level, career development, employee training, and compensation. This proves that these four factors have a fairly important role in shaping employee performance. However, there are still 61% other factors outside this research model that also influence performance, such as the work environment, organizational culture, leadership, job satisfaction, and so on.

Partial Hypothesis Testing (T-Test)

Table 9. T-Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.337	3.868		4.224	.000
Tingkat Disiplin	-.241	.073	-.272	-3.318	.001
Pengembangan Karier	.391	.064	.503	6.123	.000
Pelatihan	.098	.075	.104	1.293	.199
Kompensasi	.155	.077	.166	2.024	.046

Dependent Variable: Employee Performance

Source: SPSS 22 output, Data has been processed

The explanation of the multiple linear regression above is as follows:

1. The constant value of employee performance (Y) is 16,337, which means that if the Discipline Level (X1), Career Development (X2), Training (X3) and Compensation (X4) are considered 0. Then Y is 21,372.
2. The coefficient value of X1 is -0.241 and has a negative value, which means that if there is an increase of 1 unit in X1. Then Y will experience a decrease of - 0.241.
3. The coefficient value of X2 is 0.391 and has a positive value, which means that if there is an increase of 1 unit in X2. Then Y will experience an increase of 0.391.
4. The coefficient value of X3 is 0.098 and has a positive value, which means that if there is an increase of 1 unit in X3. Then Y will experience an increase of 0.098.
5. The coefficient value of X4 is 0.155 and is positive, which means that if there is an increase of 1 unit in X3, then Y will experience an increase of 0.155.



Simultaneous Hypothesis Testing (F Test)

Table 10 F Test Results
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	817.382	4	204.346	15.921	.000 ^b
	Residual	1167.951	91	12.835		
	Total	1985.333	95			

Dependent Variable: Employee Performance

Predictors: (Constant), Compensation, Training, Discipline Level, Career Development

Source: SPSS 22 output, Data has been processed

Based on the table above, it shows that the Fcount value > Ftable (15.921 > 2.47), because Fcount is greater than Ftable and the significance value (Sig.) is 0.000 < 0.05, it can be concluded that there is a positive and significant influence simultaneously between Compensation, Training, Discipline Level, and Career Development on Employee Performance.

DISCUSSION

The Influence of Discipline Level on Employee Performance

The partial influence of X1 on Y is carried out through the t-statistic test. The first hypothesis (H1), Discipline Level influences Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

With a total of 96 respondents, the number of independent variables is 4 variables, so the df value = 91 and the error rate (α) is 5%. The ttable value = 1.986.

The results of the study stated that the tcount value < ttable (-3.318 < 1.986) and the significance obtained was 0.001 < 0.05 so that it can be concluded that H1 is accepted. This indicates that X1 has a negative but significant effect on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

The Influence of Career Development on Employee Performance

The partial influence of X2 on Y is carried out through the t-statistic test. The first hypothesis (H2), Career Development has an effect on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

With a total of 96 respondents, the number of independent variables is 4 variables, so the df value = 91 and the error rate (α) is 5%. The ttable value = 1.986.



The results of the study stated that the tcount value $\langle t_{table} (6.123) > 1.986$ and the significance obtained was $0.000 < 0.05$ so that it can be concluded that H2 is accepted. This indicates that X2 has a positive and significant effect on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

The Impact of Employee Training on Employee Performance

The partial influence of X3 on Y is carried out through the t-statistic test. The first hypothesis (H3), Career Development has an effect on employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

With a total of 96 respondents, the number of independent variables is 4 variables, so the df value = 91 and the error rate (α) is 5%. The ttable value = 1.986.

The results of the study stated that the tcount value $\langle t_{table} (1.293) < 1.986$ and the significance obtained was $0.199 < 0.05$ so it can be concluded that H3 is rejected. This indicates that there is insufficient evidence to support that employee training has an effect on employee performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi). Therefore, the H3 hypothesis is rejected.

The Impact of Compensation on Employee Performance

The partial influence of X4 on Y is carried out through the t-statistic test. The first hypothesis (H4), Compensation has an effect on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

With a total of 96 respondents, the number of independent variables is 4 variables, so the df value = 91 and the error rate (α) is 5%. The ttable value = 1.986.

The results of the study stated that the tcount value $\langle t_{table} (2.024) > 1.986$ and the significance obtained was $0.046 < 0.05$ so that it can be concluded that H4 is accepted. This indicates that X4 has a positive and significant effect on Employee Performance at PT. Putri Gundaling Indah (Sinabung Hills Berastagi).

CONCLUSION

1. The multiple linear equation model on the relationship between the influence of discipline level (X1), career development (X2), employee training (X3), and compensation (X4) on employee performance (Y) at PT. Putri Gundaling Indah (Sinabung Hills Berastagi) is $Y = 16.337 + -0.241 X1 + 0.391 X2 + 0.098 X3 + 0.155 X4 + e$.
2. H1 has a significant negative effect, where the test results through the t test produce tcount $\langle t_{table} (-3.318) < 1.986$ and the significance obtained is $0.001 < 0.05$.



3. H2 has a significant positive effect, where the test results through the t test produce $t_{count} > t_{table}$ ($6.123 > 1.986$) and the significance obtained is $0.000 < 0.05$.
4. H3 has no effect (rejected), where the test results through the t-test produce $t_{count} < t_{table}$ ($1.293 < 1.986$) and the significance obtained is $0.199 < 0.05$.
5. H4 has a significant positive effect, where the test results through the t-test produce $t_{count} > t_{table}$ ($2.024 > 1.986$) and the significance obtained is $0.046 < 0.05$.

LIMITATION

1. Suggestions for PT. Putri Gundaling Indah (Sinabung Hills Berastagi)
 - a. Management is expected to continue to strengthen the culture of discipline in the work environment by implementing consistent rules and providing fair rewards and punishments.
 - b. The company is advised to create a clear and transparent career path for employees, and provide promotion opportunities based on employee performance.
 - c. The company needs to hold regular employee training that is in accordance with work needs, so that employee performance is increasingly optimal.
 - d. The compensation provided needs to be adjusted to the workload and work risks, so that employees feel more comfortable working.
2. Suggestions for further researchers

Further researchers are advised to expand the scope of the study, and are advised to add other variables such as work motivation, job satisfaction, or leadership in order to obtain a broader understanding of the factors that influence employee performance.

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