

The Effect of Compensation and Work Discipline on The Work Productivity of Civil Servants in Cut Meutia General Hospital North Aceh District

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Abstract

Keywords: *Civil Cervants, Compensation, Work Discipline, Work Productivity*

The purpose of this study was to determine the effect of compensation and work discipline on the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency. The data collection techniques used were questionnaires and literature study. The analytical method used was multiple linear regression analysis. The author distributes questionnaires to 80 Civil Servants (PNS) who work at the Cut Meutia General Hospital, North Aceh Regency. The correlation coefficient (R) is 0.796 and the Adjusted R2 value is 0.624 or 62.4% and the rest is 37.6 % is influenced by other variables outside of this study. From the partial test results, the compensation variable (X1) has a value of $t_{count} 5,115 > t_{table} 1,991$. Where that compensation has a significant effect on work productivity. Work discipline (X2) has a value of $t_{count} 3,157 > t_{table} 1,991$. Where that work discipline has a significant effect on work productivity. For simultaneous testing, the obtained value of $F_{count} 66.659 > F_{table} 3.12$ means that simultaneously or simultaneously the independent variables consisting of compensation (X1) and work discipline (X2) have a significant effect on work productivity (Y), with a significance level of 0.000.

Abstrak

Keywords: *Aparatur Sipil Negara, Disiplin Kerja, Kompensasi, Produktivitas Kerja*

Tujuan penelitian ini adalah untuk mengetahui pengaruh kompensasi dan disiplin kerja terhadap produktivitas kerja PNS di Rumah Sakit Umum Cut Meutia Kabupaten Aceh Utara. Teknik pengumpulan data yang digunakan adalah kuesioner dan studi pustaka. Metode analisis yang digunakan adalah analisis regresi linier berganda. Penulis menyebarkan kuesioner kepada 80 Pegawai Negeri Sipil (PNS) yang bekerja di Rumah Sakit Umum Cut Meutia Kabupaten Aceh Utara. Koefisien korelasi (R) sebesar 0,796 dan nilai Adjusted R2 sebesar 0,624 atau 62,4% dan sisanya sebesar 37,6% dipengaruhi oleh variabel lain di luar penelitian ini. Dari hasil pengujian secara parsial variabel kompensasi (X1) memiliki nilai $t_{hitung} 5,115 > t_{tabel} 1,991$. Dimana kompensasi tersebut berpengaruh signifikan terhadap produktivitas kerja. Disiplin kerja (X2) memiliki nilai $t_{hitung} 3,157 > t_{tabel} 1,991$. Dimana disiplin kerja tersebut berpengaruh signifikan terhadap produktivitas kerja. Untuk pengujian secara simultan diperoleh nilai $F_{hitung} 66,659 > F_{tabel} 3,12$ artinya secara simultan atau simultan variabel bebas yang terdiri dari Kompensasi (X1) dan Disiplin Kerja (X2) berpengaruh signifikan terhadap Produktivitas Kerja (Y), dengan tingkat signifikansi 0,000.



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INTRODUCTION

The success of government institutions or what is often called government institutions in achieving goals is one reflection of effective government institutions. So, if the desired goals of government institutions have been achieved, it can be said that the government institutions are effective. In fact, it is specifically said that one measure that is often used to determine the effectiveness of a government institution is work productivity. Without good work productivity in all fields within the institution In government, the success of a government institution becomes something that is very difficult or even impossible to realize. The optimal use of human resources greatly influences the achievement of the strategy of government institutions, so that every agency tries to ensure that employees who are involved in the effectiveness of the agency can always provide achievements in the level of productivity tall one.

Management of human resources in government institutions appropriately and optimally greatly affects the performance produced by government institutions in the form of high productivity. Compensation programs are related to meeting material needs and work discipline affects the regularity in work. Therefore, the fulfillment of these factors is expected to ensure stability and productivity development (Rivai, 2009).

Table 1.1: Total Data of Cut Meutia General Hospital Employees North Aceh District

No	Keterangan	Jumlah
1	Government employees	392
2	Volunteer	456
3	CPNS	23
4	Honorary	5
5	Pure Devotion	3
6	PNS who are still in education	8
Jumlah		887

Source: Cut Meutia General Hospital, North Aceh Regency (2017)

The phenomenon that occurs regarding compensation at the Cut Meutia General Hospital, North Aceh Regency is that employees are not satisfied with the compensation they get every month. Dissatisfaction felt by employees because of the difference between the compensation received and the compensation needed or expected by employees. Employee dissatisfaction with compensation is also often a topic of conversation for employees in hospitals,

employees expect an increase in compensation received. Dissatisfaction with compensation affects productivity employee work, marked by the employee's lack of focus at work.

For work discipline, the phenomenon of the problems faced at the Cut Meutia General Hospital, North Aceh Regency, among others, are there are still employees who are not disciplined in working time, there are still employees who do not sign employee attendance, there are still employees who are late for work hours and there is still usage. excessive free time at work. Discipline problems greatly affect employee productivity.

Labor productivity is a link between output, namely the result of work and the time required to produce a product by a worker (Simamora, 2011). the high level of competition that exists in human resources. Compensation and work discipline have an influence in increasing employee productivity. Therefore, these two things need to be considered by the Cut Meutia General Hospital, North Aceh Regency in order to increase employee work productivity.

With a good compensation system and high work discipline for employees, it is hoped that employee work productivity will also increase. Cut Meutia General Hospital, North Aceh Regency as one of the agencies engaged in health services. In carrying out its work, employee productivity plays a very important role in achieving the agency's goals, namely serving patients by providing a sense of comfort to patients.

Based on these problems, the researchers wanted to raise research issues related to compensation and work discipline and their effect on employee productivity. This prompted the author to choose the title of the thesis "The Effect of Compensation and Work Discipline on the Work Productivity of Civil Servants at the Cut Meutia General Hospital, North Aceh Regency".

In connection with the formulation of the problem that has been formulated, the objectives of this study are (1) to determine the effect of compensation on the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency; (2) to determine the effect of work discipline on the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency.

METHOD

Population and Sample

Population is a combination of all elements in the form of events, things or people who have similar characteristics which are the center of the research universe (Ferdinand, 2007). In this study, the population taken was all Civil Servants (PNS) who worked at the Cut Meutia General Hospital, North Aceh

Regency, as many as 392 people (Source: Cut Meutia General Hospital, North Aceh Regency, 2016).

Section and Number of Employees at Cut Meutia General Hospital North Aceh District

No	Part	Amount
1	Administration	82
2	Support	134
3	Nursing	176
	Total	392

Source: Cut Meutia General Hospital, North Aceh Regency, 2017

Sample

The sample is a subset of the population, consisting of several members of the population (Ferdinand, 2007). According to Sugiyono (2011), the sample is part of the number and characteristics possessed by the population. To calculate the sample size, the Slovin formula according to Umar (2009) is used:

$$n = \frac{N}{1 + Ne^2}$$

Note:

n = Sample Size

N = Population Size

e = Percentage of inaccuracy due to sampling error which is still tolerable. (Error rate taken is 10%)

Based on this formula, the sample size can be calculated as follows:

$$n = \frac{392}{1 + (392 \times 0,1^2)}$$

$$n = \frac{392}{1 + (3,92)}$$

$$n = \frac{392}{4,92}$$

$$n = 79,67 = 80$$

From the calculation of the Slovin formula results, the number of samples for this research is 80. For the sampling technique, in determining the sample using proportional sampling technique. This technique requires a sampling method from each sub-population by taking into account the size of the sub-population. This method can provide a more justifiable basis for generalizations than without taking into account the size of the sub-population and each sub-population.

Then the number of samples taken based on each of these sections is determined again with the formula $n = (\text{population part} / \text{total population}) \times$ the number of samples specified. The following sample calculations are as follows:

Administration : $82 / 392 \times 80 = 16.73$ rounded up to 17

Support : $134 / 392 \times 80 = 27.34$ rounded up to 27

Nursing : $176 / 392 \times 80 = 35.91$ rounded up to 36

So from the total sample, $17 + 27 + 36 = 80$ samples.

RESULT AND DISCUSSION

Compensation

Hasibuan (2008) compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to employees. fair and equitable to employees for their contribution to the achievement of organizational goals. This compensation is intended as a reward for the company for the sacrifice of time, energy and thought that they have given to the company. Setyaningsih (2013) stated that compensation can be defined as any form of award given to employees as compensation for the contributions they make to the organization.

According to Fathoni (2009) suggests that compensation is calculated based on job evaluation, the calculation of compensation based on job evaluation is intended to obtain compensation that is close to worth and equity. Because if compensation is felt to be inappropriate and unfair by employees, then it is not impossible that it is a source of social jealousy.

Compensation Purpose

According to Notoadmodjo (2009), there are several objectives of compensation that need to be considered, namely:

- (1) Appreciate work performance; Providing adequate compensation is an organizational award for employee performance.
- (2) Ensure fairness; With a good compensation system, it will ensure fairness among employees in the organization.
- (3) Retain employees; With a good compensation system, employees will be more survival working in the organization.
- (4) Obtaining qualified employees. With a good compensation system, it will attract more prospective employees and there will be more opportunities to choose the best employees.

- (5) Cost control; With a good compensation system, it will reduce the frequency of recruitment, as a result of which employees often leave looking for more profitable jobs elsewhere.
- (6) Comply with regulations; good compensation system is a demand from the government.

Factors Affecting the Amount of Compensation

Many factors can affect the level of wages or compensation. This needs attention so that the principle of fair and decent wages is better and job satisfaction can be achieved. According to Sutrisno (2009) the determination of compensation that is only based on one-sided (company) wishes without being based on rational calculations and can be legally justified will be difficult to implement in the long term. Therefore, there is an assumption that the amount of compensation will always be influenced by several factors, including:

- (1) Cost of living; The compensation received by a new employee has meaning if it can be used to meet minimum physical needs.
- (2) Compensation rates applicable in other companies; If the level of compensation given to employees is lower than that which can be provided by other companies for the same job, it will cause dissatisfaction among employees, which can end up with many potential employees leaving the company.
- (3) The company's ability level; Companies that have high capabilities will be able to pay a high level of compensation for their employees.
- (4) Type of work and size of responsibility; The type of work will usually determine the size of the responsibilities of the employees.
- (5) Applicable laws and regulations; A company will always be bound by the policies and regulations issued by the government, including the level of compensation given to employees.
- (6) The role of trade unions; In our society, the existence of trade unions in companies is considered important.

Work Discipline

According to Nawawi (2008), work discipline can be defined as an attitude of respect, respect, obedient and obedient to the applicable work regulations, both written and unwritten and being able to run them and not evading receiving sanctions if he violates the duties and authorities assigned to him. Another opinion according to Hasibuan (2008), work discipline is a person's awareness and willingness to obey all applicable social rules and norms. Awareness is the attitude of a person who voluntarily obeys all regulations and

is aware of his duties and responsibilities, willingness is an attitude and behavior in implementing company regulations, both written and unwritten.

Based on the opinions above, it can be concluded that work discipline is the attitude of employees to behave in accordance with the rules that have been set where they work. expectations imposed by the leadership on the rewards provided by the organization because of a particular case. This disciplinary action does not include temporary dismissal or reduction in the number of workers caused by special behavior events from employees that cause low productivity or violations of the rules agency.

Types of Work Discipline. Simamora (2011) there are three types of discipline, namely as follows: (1) Managerial discipline, where everything depends on the leader from beginning to end; (2) Team discipline, where the perfection of performance leads to dependence on each other and this dependence grows from a commitment of each member to the organization; (3) Self-discipline, where single execution depends entirely on training, dexterity and self-control.

Factors Affecting Work Discipline, Dessler (2007) the factors that influence work discipline are (1) the purpose of the organization; (2) ability of employees; (3) firmness in enforcing discipline; (4) employee welfare; and (5) actions from the leadership.

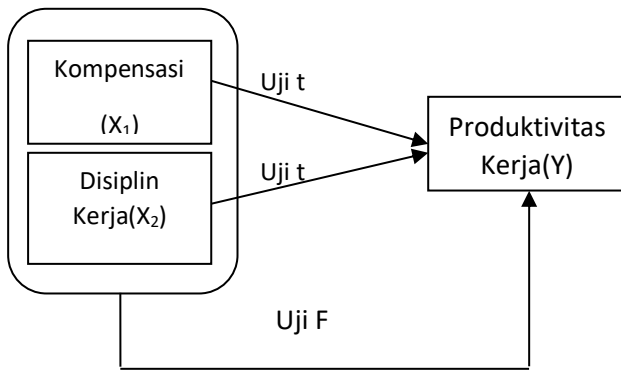
Work productivity

Siagian (2008), work productivity is the ability to get the maximum benefit from the available facilities and infrastructure by producing optimal output, if possible maximum. Dessler (2007) employee work productivity is a measuring tool or indicator of the results achieved by individuals, groups or organizations in relation to inputs or sources by individuals, groups or organizations to create certain results. Individual productivity cannot be judged from what an individual does, namely how a person carries out his work or job performance.

Factors Affecting Work Productivity. As for Siagian (2008), said that the factors that affect work productivity can be concluded into two groups, namely:

- (1) Factors that exist in the individual, namely age, temperament, individual physical condition and motivation.
- (2) Factors that exist outside the individual, namely physical conditions such as sound, lighting, rest time, length of work, wages, organizational form, social and family environment.

conceptual framework



Research Hypothesis

Based on the theoretical basis and conceptual framework mentioned above, the hypotheses proposed in this study are as follows:

- H1:** It is suspected that compensation has an effect on the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency.
- H2:** It is suspected that work discipline affects the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency.
- H3:** It is suspected that compensation and work discipline affect the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency.

Validity test

The following is a comparison of the value of r_{count} with r_{table} can be seen in the following:

Validity test

No	Variable	r_{count}	r_{table}
1	Compensation (X ₁)		0,2213
	X.1.1	0,590	
	X.1.2	0,649	
	X.1.3	0,660	
	X.1.4	0,550	
	X.1.5	0,545	
2	Work Discipline (X ₂)		0,2213
	X.2.1	0,404	
	X.2.2	0,566	
	X.2.3	0,540	
	X.2.4	0,659	

	X _{.2.5}	0,552	
3	Work productivity (X ₃)		0,2213
	Y _{.1}	0,681	
	Y _{.2}	0,745	
	Y _{.3}	0,770	
	Y _{.4}	0,680	
	Y _{.5}	0,557	

Source: Primary Data, 2017 (Processed)

Based on the test results obtained in table 4.5, the r_{table} value is obtained from (degree of freedom) $df = (nk)$, where n is the number of research samples and k is the number of variable items, so the value of $df = (80-3)$ is obtained by 77 with a significant level of 0.05, then the r_{table} value of 0.2213 is obtained. From these results, it can be concluded that all the variables from the questions are said to be valid because they meet the assumptions, where the value of r_{count} is greater than the value of r_{table} .

Reliability Test

Reliability test is a tool to measure a questionnaire that has indicators of variables or constructs. A questionnaire is said to be reliable or reliable if a person's answer to the statement is consistent or stable over time. If the Cronbach Alpha coefficient is 0.60 or more (≥ 0.60) then the instrument is acceptable. A construct or variable can be said to be reliable if it gives a Cronbach Alpha value > 0.60 . The following is the Cronbach Alpha (α) value with the help of SPSS which can be seen in the table below:

Reliability Test

No.	Variable	Value (α)	note
1.	compensation (X ₁)	0,635	Reliable
2.	Work Discipline (X ₂)	0,650	Reliable
3.	Work productivity (Y)	0,715	Reliable

From the table above, it can be explained that the alpha value for each research variable, namely the compensation variable (X₁) has an alpha value of 0.635, the work discipline variable (X₂) has an alpha value of 0.650 and for the work productivity variable (Y) has an alpha value. of 0.715. Thus the measurement of the Cronbach Alpha value on the research variables meets the

assumptions and can be said to be reliable because it gives a Cronbach Alpha value > 0.60.

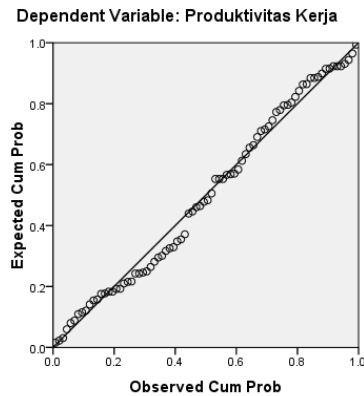
Classic assumption test

Normality test

Here is a Probability-Plot image:

Probability-Plot Normal Graph

Normal P-P Plot of Regression Standardized Residual



Source: Primary Data, 2017 (Processed)

From the normal plot graph above, it can be seen that the points spread between the diagonal lines 38 rit can be said that the plotting results have a normal distribution, so it can be concluded that the regression model meets the assumption of normality.

Multicollinearity Test

The multicollinearity test aims to test whether there is a correlation between the independent variables in the regression model. The measurement of the multicollinearity test can be seen in all research independent variables with the provisions of the VIF value < 10, besides the tolerance value for each research independent variable must be greater than 0.1 (tolerance > 0.1). The results of the study can be seen in the table, namely;

Multicollinearity Test

No	Variabel Penelitian	Tolerance	VIF
1.	Compensation (X ₁)	0,451	2,219
2.	Work Discipline (X ₂)	0,594	1,608

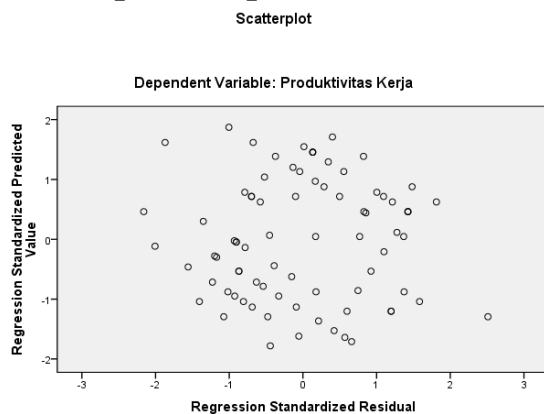
Source: Primary Data, 2017 (Processed)

From the table, it can be seen that the compensation variable (X1) has a tolerance value of 0.451 and a VIF value of 2.219 and for the work discipline variable (X2) has a tolerance value of 0.594 and a VIF value of 1.608. From the results of these calculations, each independent variable has a tolerance value > 0.1 and a VIF value < 10, it can be concluded that there is no multicollinearity in this regression model.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. How to analyze the assumption of heteroscedasticity by looking at the Scatterplot graph. Here's the Scatterplot in the image:

Scatterplot Graph



From the picture, the Scatterplot Graph shows that the points spread above and below zero (0) on the Y axis, it can be concluded that the regression model meets the assumptions and there is no heteroscedasticity.

Discussion of Multiple Linear Regression Coefficient Analysis

This study uses multiple linear regression to determine the effect of compensation (X1) and work discipline (X2) on work productivity (Y). To find out whether compensation (X1) and work discipline (X2) have a significant effect on work productivity (Y), can be seen by comparing the calculated values in the table of statistical test results. The following is a discussion of the results of data processing as shown in the table:

Analysis Result of Multiple Linear Regression Coefficient

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.414	.325		1.274	.206
Kompensasi	.552	.108	.525	5.115	.000
Disiplin Kerja	.353	.112	.324	3.157	.002

a. Dependent Variable: Produktivitas Kerja

From the results of data processing above, it is used to calculate the value between the independent variable and the dependent variable, then the multiple linear regression formula used for the results of this analysis is:

$$Y = 0.414 + 0.552X_1 + 0.353X_2 + i$$

From the results of these calculations, the constant has a coefficient value of 0.414 which means that if the independent variable consisting of compensation (X1) and work discipline (X2) has the same value as constant, then work productivity (Y) has a value of 0.414. The following are the results of calculations on the independent variables of this study:

1. The coefficient value of the compensation variable (X1) has a value of 0.552 which means if the variable increases by one percent, there will be an increase in work productivity (Y) of 0.552 (55.2%).
2. The coefficient value on the work discipline variable (X2) has a value of 0.353 which means that if the variable increases by one percent, there will be an increase in work productivity (Y) of 0.353 (35.3%).

Correlation Coefficient and Determination Coefficient

To find out how much the value of the correlation coefficient and the coefficient of determination between the independent variable (X) to the dependent variable (Y) can be seen in the table, the following is a discussion of the results of data processing as shown in the table:

**Correlation Coefficient and Determination Coefficient
Model Summary^b**

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.796 ^a	.634	.624	.33469

a. Predictors: (Constant), Work Discipline, Compensation

b. Dependent Variable: Work productivity

From the table, it can be seen that the value of the R coefficient (correlation) is 0.796, which means that the independent variables consisting of compensation (X1) and work discipline (X2) have a relationship to the dependent variable of work productivity (Y) of 0.796 or 79, 6%. To see the magnitude of the influence of the independent variables (X) on the dependent variable (Y) it can be seen in the results of the AdjustedR2 test, from the test, the AdjustedR2 value of 0.624 is obtained which means that the influence of the compensation variable (X1) and work discipline (X2) on the variable work productivity (Y) affects each other by 0.624 or 62.4%. While the remaining 0.376 or 37.6% is influenced by other variables outside this study.

Hypothesis test

Partial Test (t Test)

From the results of SPSS data processing and to see the ttable value obtained from (degree of freedom) $df = (nk-1)$ so $df = (80-3-1)$ then obtained $df = 76$ with a significant level of 0.05 then the ttable value is 1.991, as follows is an explanation for the partial test (t test):

- (1) Compensation (X1) has a value of $t_{count} 5,115 > t_{table} 1,991$. Where that compensation has a significant effect on work productivity. So it can be concluded that the compensation variable has a significant effect on work productivity, with a significance level of 0.000.
- (2) Work discipline (X2) has a value of $t_{count} 3,157 > t_{table} 1,991$. Where that work discipline has a significant effect on work productivity. So it can be concluded that the work discipline variable has a significant effect on work productivity, with a significance level of 0.002.

Simultaneous Test (F Test)

The following is a simultaneous test table (F test) which can be seen in the table below:

Simultaneous Test Results (F Test)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.934	2	7.467	66.659	.000 ^a
	Residual	8.625	77	.112		
	Total	23.560	79			

a. Predictors: (Constant), Work Discipline, Compensation

b. Dependent Variable: Work productivity

From the results of SPSS data processing in the table, the Fcount value is 66,659, where the Ftable value is obtained from (degree of freedom) $df = (nk)$, so $df (80-3) = 77$, so the F test table can be seen the value of df at value of 77 and Ftable value of 3.12 is obtained. So the value of $Fcount 66,659 > Ftable 3.12$, means that simultaneously or simultaneously the independent variables consisting of compensation (X1) and work discipline (X2) have a significant effect on work productivity (Y), with a significance level of 0.000. So it can be concluded that simultaneously or simultaneously compensation (X1) and work discipline (X2) affect the work productivity of civil servants (Y) at the Cut Meutia General Hospital, North Aceh Regency.

CONCLUSION

Based on the analysis and hypothesis testing at the Cut Meutia General Hospital, North Aceh Regency, several conclusions can be drawn from the research on the effect of compensation and work discipline on work productivity as follows:

- (1) Compensation is an independent variable that affects the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency. This is obtained from the calculation of the compensation variable tcount (X1) which is greater than ttable ($tcount = 5.115 > ttable = 1.991$). Therefore, if the compensation variable increases, work

productivity will also increase. Thus the hypothesis (H1) proposed by this study can be accepted.

- (2) Work discipline is an independent variable that affects the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency. This is obtained from the calculation of the work discipline variable t_{count} (X_2) which is greater than t_{table} ($t_{count} = 3.157 > t_{table} = 1.991$). Therefore, if the work discipline variable increases, work productivity will also increase. Thus the hypothesis (H2) of this study can be accepted.
- (3) $F_{count} 66,659 > F_{table} 3.12$ and with a significance number of 0.000 (< 0.05). This means that together the variables of compensation and work discipline have a significant effect on the work productivity of civil servants at the Cut Meutia General Hospital, North Aceh Regency.
- (4) The value of Adjusted R^2 is 0.624. This means that variations in changes in work productivity can be explained by compensation and work discipline variables of 62.4%, while the remaining 0.376 or (37.6%) is influenced by other variables outside of this study.

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