

**Effect of Salary, Work Facilities and Work Relationship to Increase
Employee Disciplinary
(Study on Pondok Pesantren Sunan Bonang Surabaya)**

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Abstract

The purpose of this study was to analyze the relationship directly or indirectly from multidimensional models to influence perceptions of employees on salary, faslitas work, and the employment of an increase in employee discipline. A sample of 30 employees Pondok Pesantren Sunan Bonang Surabaya (hereinafter referred Ponpes) and complete fill out questionnaires. In this study the impact of the perception of employees on salary, working facilities, and the employment relationship was found simultaneously influence significantly to the increase in employee discipline. While the provision of salaries and working facilities found to not significantly affect the increase in employee discipline.

Keywords: *Salary, Faslitas Employment, Work Relationship, Work Discipline*

1. INTRODUCTION

Today scientifically and practice in managing human resources, especially in the boarding school has shown convincing evidence, that the activity in the past has many weaknesses. That weakness in general are fundamental, so most should be adapted to the environmental conditions that put improvement and perfection into something new, so-called Human Resource Management.

In fact in human life requires organization and human organizations require. All the statement indicated that the human is very important for the organization, particularly in the form of boarding school. The entrepreneurs are aware of the role of man in organiasinya, will have the attitudes and opinions that support the implementation of human resource management for the realization of competitive existence. The attitude and the view was based on the awareness that human resources management will color and shape even determine the rise and fall and obstruction boarding school. In that condition, the boarding school will abandon the view that such insular mindset that a human resource management include the administration or administrative personnel, who take care of the registration, attendance, and employee salaries. (Nawawi, 1997: 67).

However, the ability of the organization to adapt and managing change is one of competitiveness. According Utomo (2002) work behavior the extra role is often termed as the "organizational citizenship behavior, or often called prosocial behavior, but of various words have a common understanding, which is a behavior of employees who work not only on his job (in-role), but also works on a contract basis are not compensated based on a reward system or a formal payroll system (beyond the job) ".

Aldag and Rescke (1997), defines extra role behavior (organizational citizenship behavior) as follows: "The behavior of extra role is defined as an individual contribution in the work, which exceeds the requirements set and appreciation for the success of the work promised. Contributions such as helping behavior among others, willingness to do extra work, uphold the working procedures and rules regardless of personal problems is a form of prosocial behavior, social behavior as a positive, constructive, and the like to give aid.

2. PROBLEM FORMULATION RESEARCH

1. Does the perception of employees that includes: wages, working facilities and working relationships have influence in unison to increased employee discipline.
2. Between employees perceptions relating to salaries, working facilities and working relationships, which one have the most dominant influence on the increase of employee discipline.
- 3.

3. LITERATURE REVIEW

The success of an organization whether big or small is not solely determined by the natural resources available, but is largely determined by the quality of human resources that contribute to plan and control the organization concerned. Husnan (1995: 5) gives the definition of human resource management as planning, organizing, directing, and monitoring of the procurement, development, compensation administration, integration and maintenance of labor with a view to helping achieve the objectives boarding school, the individual and society.

While Handoko (1996: 4), defines the management of human resources is a withdrawal, selection, development, maintenance and use of human resources to achieve both goals of individuals and organizations.

3.1 Employee Perception over Salary

Salary is the total amount stipulated in lieu of services issued by the worker (Harsono, 1988: 118). The amount of the remuneration given by Ponpes to its employees, among other things influenced by:

- Seniority employees
- Position
- The standard cost of living

The amount of the salary given by Ponpes to employees should meet the cost of living. By using benchmark cost of living, then the boarding school must consider the welfare of the standard of living for its employees. On the other hand Ponpes expect reciprocity from the employees that work by increasing both quantity and quality (Harsono, 1988: 118).

3.2 Facilities Working

Amenities work does not just mean working equipment is the responsibility of the Board to procure. Facilities that are the responsibility of the Board, the most important of which is the attempt to eliminate the barriers that interfere with the smooth work. Namely, avoid and prevent or eliminate barriers.

Some barriers to the implementation of the work to be eliminated by the Board a working facilities which include inability to properly maintain the equipment, delaying provide financing to carry out the work, the design space poor workplace so disruptive to the work and the use of inefficient working methods. By preventing such behavior will be created environment/working conditions that support implementation of the work to achieve the objectives with respect to the boarding school means working motivation will decrease or will suffer a setback convincingly (Nawawi, 1997; 362).

3.3 The Working Relationship

In a society that is always evolving, people always have an increasingly important position. Although in a work-oriented society, who viewed the work is something that humans, but it does not mean ignoring human undertaking the work (Husnan, 1995: 3).

Human resources arising from the interaction between people who are always looking for a means to an end and something beyond human nature called. These relationships are understood to understand and appreciate the understanding of human resources.

3.4 Employee Discipline

Work discipline is management activities to live the standards of organizational (Handoko, 1987: 208). While other opinion suggests work discipline is to strengthen the implementation of management guidelines for the organization, Anwar (2000; 129). Discipline employees for social psychological condition would be obtained if Ponpes able to provide an opportunity to move forward, a chance to get an award, oversight of the work is not too tight and creating a harmonious working relationship.

In a society that is always evolving, people always have an increasingly important position. Although in a work-oriented society, who viewed the work is something human, but it does not mean ignoring human undertaking the work (Husnan, 1995: 3).

Some forms of discipline in the work of each is as follows:

- a. The level of attendance
- b. The accuracy of completing tasks

4. HYPOTHESIS

The hypothesis can be put forward here is:

1. Suspected employee perceptions that include: salaries, working facilities and working relationships have influence simultaneously to discipline the employee.
2. Between employee perceptions relating to salaries, working facilities, and the working relationship there that has a dominant influence on employee discipline.

5. POPULATION AND SAMPLE

The population in this study were all employees who were 30 people on Ponpes. from the date of March 1, 2016 to 31 March 2016. The entire population of this research are all carried out the research used as a sample because its population is relatively small. The sampling technique used is the census is to take all members of the population as a sample.

6. THE RESULTS AND DISCUSSION

Based on the multiple linear regression test tool SPSS, then obtained the following equation:

$$Y = 1,106 - 0.375X_1 + 0.431X_2 + 0.658X_3$$

6.1 Testing In Unison

From the multiple linear regression with tool SPSS can be explained that the constant of 1106 means that if the perception of salaries, working facilities and working relationship is zero, then the discipline of work rose by 1,106, it is an indicator that if the perception of salaries, working facilities and working relationships are zero, then the work discipline rises.

While the influence of perception about the salary, working facilities and working relationships affect simultaneously or not the work discipline, demonstrated by R square of 0.516, or 51.6%, while the remaining 48.4% is influenced by other variables not accounted for in this study. To know the perception of closeness of salaries, working facilities and the employment of labor discipline shown by Multiple R of 0.718, or 71.8%, this means that the relationship is very strong, because of its multiplier approaching one. If uncontrolled variables taken into account, then the influence of the perception of salaries, working facilities and the employment of labor discipline shown by the Adjusted R Square of 0.460 or 46%. To determine the significance of the effect of simultaneous perception/understanding of the salary, working facilities and the employment of labor discipline, it can be tested by using F as follows:

1. Formulate a hypothesis

Ho: No effect simultaneously between the independent variables (wages, working facilities and the employment of the dependent variable (work discipline).

H1: There is a simultaneous effect between the independent variables (wages, working facilities and the employment of the dependent variable (work discipline).

2. The level of significance (α) 0.05

3. Critical Regions

$$F_{\text{table}} = (0.05, V1 = 3; V2 = 26) \\ = 2,89$$

4. Calculating F_{count}

Based on the calculation results SPSS tools can be produced $F_{\text{count}} = 9.223$. From the results of these tests showed that H1 accepted and Ho rejected, because F_o (calculated) amounted to 9.223 greater than F table 2.89. This means there is a significant influence in unison between the salaries, working facilities and the employment of labor discipline. Thus the first hypothesis proposed saying that salaries, working facilities and working relationships simultaneously influence the work discipline may be accepted as true and very significant.

6.2 Testing Partial

To find out if there is the most dominant influence on the perception of salary, working facilities and the employment relationship, it can be done the partial test as follows:

a. *Effect of salary (X1) to work discipline (Y).*

Effect of salary (X1) to discipline the employee (Y) indicated by the regression coefficient (b1) of negative -0375. The regression coefficient indicates that a change of salary (X1) of 1 point will be followed by changes in Y at -0375 in the same direction. To prove the significance of salary (X1) to discipline the employee (Y) will be evidenced by t test with the following steps:

1. Ho = Bi = 0 is no effect between remuneration (X1) with employee discipline (Y).

H1 = Bi \neq 0 is no effect between remuneration (X1) with employee discipline (Y).

2. Ho = accepted if $t_{\text{count}} \geq t_{\text{table}} \geq t_{\text{count}}$

Ho = rejected if $t_{\text{count}} < t_{\text{table}} < t_{\text{count}}$

3. Critical Areas, used the significance level of 0.05 and 26 df (n-3) with a two-sided test, the amount of $t_{\text{table}} (0.05: 26) = 2.056$.

4. From the results of calculations by SPSS known $t_{\text{count}} -2079$, so that $t_{\text{count}} -2079$ smaller than $t_{\text{table}} 2056$. Thus it can be said that Ho refused and H1 accepted. This means that the effect of salary (X1) to discipline the employee (Y) is weak and insignificant.

b. *Influence of Working Facilities (X2) on Work Discipline (Y)*

Influence of working facilities (X2) to discipline the employee (Y) indicated by the regression coefficient (b2) of 0431 is positive. The regression coefficient indicates that changes in working facilities (X2) will be followed by 1 point change in Y for 0431 in the same direction. To prove the significance of working facilities (X2) to discipline the employee (Y) will be evidenced by t test with the following steps:

1. Ho = Bi = 0 is no effect between working facilities (X2) with employee discipline (Y).

$H_1 = B_i \neq 0$ is no effect between working facilities (X2) with employee discipline (Y).

2. $H_0 =$ accepted if $t_{count} \geq t_{table} \geq t_{count}$

$H_0 =$ rejected if $t_{count} < t_{table} < t_{count}$

3. Critical Areas, used the significance level of 0.05 and 26 df (n-3) with a two-sided test, the amount of t table (0.05: 26) = 2.056.

4. From the results of calculations by SPSS known t_{count} 3066, so t_{count} 3066 is greater than t_{table} 2056. Thus it can be said that H_0 refused and H_1 accepted. This means that the effect of working facilities (X2) to discipline the employee (Y) is strong and significant.

c. *The influence of the employment relationship (X3) on work discipline (Y)*

The influence of the employment relationship (X3) to discipline the employee (Y) indicated by the regression coefficient (b3) of 0658 is positive. The regression coefficient indicates that the change in employment (X3) of 1 point will be followed by changes in Y for 0658 in the same direction. To prove the significance of the employment relationship (X3) to discipline the employee (Y) will be evidenced by t test with the following steps:

1. $H_0 = B_i = 0$ is no effect between employment (X3) with employee discipline (Y).

$H_1 = B_i \neq 0$ is no effect between employment (X3) with employee discipline (Y).

2. $H_0 =$ accepted if $t_{count} \geq t_{table} \geq t_{count}$.

$H_0 =$ rejected if $t_{count} < t_{table} < t_{count}$

3. Critical Areas, used the significance level of 0.05 and 26 df (n-3) with a two-sided test, the amount of t table (0.05: 26) = 2.056.

4. From the results of calculations by SPSS known t_{count} 4680, so t_{count} 4,680 greater than t_{table} 2056. Thus it can be said that H_0 refused and H_1 accepted. This means that the influence of employment (X3) to discipline the employee (Y) is strong and significant.

Based on the partial test mentioned above, obtained t of -2.079 on salaries (X1), 3066 for working facilities (X2), and 4,680 employment (X3), thus the hypothesis which says alleged that among the perception of understanding on salary, working facilities and working relationship there that have a dominant influence on employee discipline can be accepted as true, namely employment (X3).

7. CONCLUSIONS AND SUGGESTIONS

7.1 *Conclusions*

Based on the results of testing hypotheses that have been put forward, it can be concluded as follows:

a. From the test results it is known that H_1 accepted and H_0 rejected, because F_0 (calculated) amounted to 9.223 greater than F table 2.89. This means there is a significant influence in unison between the salaries, working facilities and the employment of labor discipline. Thus the first hypothesis proposed saying that salaries, working facilities and working relationships simultaneously influence the work discipline may be accepted as true and very significant. This is reinforced by the results of R-Square is 0.516, or 51.6%, meaning that the relationship between the dependent variable with the independent variable is very strong due to above 5%.

b. Based on the partial test mentioned above, t_{count} of -2.079 on salaries (X1), 3066 for working facilities (X2), and 4,680 employment (X3), thus the hypothesis which says alleged that among the perception

of understanding on salary , working facilities and working relationship there that have a dominant influence on employee discipline can be accepted as true, namely employment (X3).

7.2 Suggestions

Based on the conclusions and results of the discussion above may be suggested as follows:

- a. In order to improve work discipline, Ponpes Board should consider the factors of job satisfaction of employees, especially those dealing with wages, working facilities that exist in Ponpes.
- b. Ponpes Board should also consider working relationships among employees, because of the compactness of the employee in performing the task will create a comfortable working atmosphere.
- c. In addition to the above-mentioned Board Ponpes should pay attention to other factors that have been investigated selaian above, because of the results of the study 48.4% influenced by other factors in this case are not investigated.

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