



**THE EFFECT OF WAGES AND WORK DISCIPLINE ON WORK PRODUCTIVITY  
OF PT WAINIBE WOOD INDUSTRY NAMLEA**

*(Pengaruh Upah dan Disiplin Kerja Terhadap Produktivitas Kerja PT Wainibe Wood  
Industry Namlea)*

**Atina Buton & Nuliyati Rumbia**

**Program Studi Teknik Sipil. Fakultas Teknik Universitas Iqra Buru**

**Email: [atinabutonuniqbu@gmail.com](mailto:atinabutonuniqbu@gmail.com)**

**[nuliatirumbiauniqbu@gmail.com](mailto:nuliatirumbiauniqbu@gmail.com)**

(Received 12 August; Revised 20 August; Accepted 25 August 2021)

**Abstract**

*PT. Namlea Wood Industries is a company engaged in the wood and forest product industry and the company always strives to maximize the potential possessed by employees, however, conditions What happens is that the development of employee performance shows that there is a decrease in employee performance, the indication is indicated by: there is a decrease in the amount of production produced by employees. This study aims to determine the effect of wages and work discipline on employee productivity at PT Wainibe Wood Industry Namlea. This study uses Ordinal Probit analysis to analyze the final results, the significant influence between the dependent and independent variables. Based on the results of data processing carried out, testing data using the SPSS 16 program the results obtained for the wage variable are 0.060 and for the work discipline variable are 0.003. The significant value possessed by the wage variable is greater than the set standard value, i.e. it should not exceed 0.005 so that the effect of the wage variable on work productivity has no significant effect. Meanwhile, the work discipline variable has a significant effect.*

**Keywords:** Wages, Work Discipline, Work Productivity.

**Abstrak**

*PT. Namlea Wood Industries merupakan perusahaan yang bergerak di bidang industri kayu dan hasil hutan dan perusahaan selalu berusaha untuk memaksimalkan potensi yang dimiliki oleh karyawan, namun kondisi yang terjadi adalah perkembangan kinerja karyawan menunjukkan adanya penurunan kinerja karyawan, Indikasinya ditunjukkan dengan: terjadi penurunan jumlah produksi yang dihasilkan oleh karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh upah dan disiplin kerja terhadap produktivitas kerja karyawan pada PT Wainibe Wood Industry Namlea.. Penelitian ini bertujuan untuk mengetahui pengaruh pemberian upah dan disiplin kerja terhadap produktivitas kerja karyawan pada PT Wainibe Wood Industry Namlea. Penelitian ini menggunakan analisis Probit Ordinal untuk menganalisis hasil akhir, pengaruh yang signifikan antara variable dependent dan independent. Berdasarkan pada hasil pengolahan data yang dilakukan, pengujian data dengan menggunakan bantuan program SPSS 16 hasil yang diperoleh untuk variable upah adalah sebesar 0,060 dan untuk variable disiplin kerja adalah sebesar 0,003. Nilai signifikan yang dimiliki oleh variable upah lebih besar dari nilai standar yang ditetapkan yakni tidak boleh melebihi 0,005 sehingga pengaruh variable upah dengan produktivitas kerja tidak berpengaruh secara signifikan. Sementara untuk variable disiplin kerja berpengaruh secara signifikan.*

**Kata kunci:** Upah, Disiplin Kerja, Produktivitas Kerja.

## INTRODUCTION

Human resource management (HRM) is a part of organizational management that focuses on the elements of resources man. The task of HRM is to manage the human element well so that obtained workers who are satisfied with their work. Within the organization, human is one of the most important elements. No HRM role though the various factors needed are already available the organization will not run, because humans are the movers and determinants of the running of an organization so that the existence of human resources becomes an important thing in a organization. The problem of human resources is a challenge for management because the success of management and others depends on quality of human resources.

One of the factors that affect the success rate of a company organization is the performance of its employees. Employee performance is a actions taken by employees in carrying out the work given company (Handoko, 2011). Every company always expects employees have achievements, because by having employees who are achievement will provide optimal contribution to the company. Besides Therefore, by having employees who excel the company can increase the company's performance, because companies often face problems regarding human resources. Individuals in the company are human resources owned If it can run effectively, the company will continue to run effectively. With words

On the other hand, the continuity of a company is determined by the performance of its employees. Employee performance can be influenced by several factors, namely: compensation, work environment, organizational culture, leadership and work motivation, discipline work, job satisfaction, communication and other factors (Siagian, 2012). Efforts to improve employee performance, including: provide motivation

for employees. In general, people want to work to be able to meet the needs and desires (physical and mental), both conscious needs and unconscious needs. Fulfillment

These needs are the basis of an employee's work motivation. If In the process of meeting these needs, employees feel an opportunity in achieving the goal, the motivation to achieve it will be more doubled due to an increase in employee satisfaction at work (Robbins, 2006:67).

Company through established compensation programs both financial and non-financial compensation are important for observed and implemented in accordance with the provisions. Financial compensation provided by the company is related to the provision of salaries or wages, bonuses, incentives and other financial policies. As for when with non-financial policy in terms of this determination in accordance with the ability, good relations between employees and management as well as other policies related to non-financial. Financial and non-financial compensation policies can reflect company's efforts to maintain the resources they have, so that both components prove to be more effective in maintenance workforce to motivate employees in an effort to improve performance that has been achieved by employees in working in the company and the policy is also carried out at PT. Waenibe Wood Industries in efforts employee performance improvement.

PT. Namlea Wood Industries is a company engaged in the wood and forest product industry and the company always strives to maximize the potential possessed by employees, however, conditions What happens is that the development of employee performance shows that there is a decrease in employee performance, the indication is indicated by: there is a decrease in the amount of production produced by employees.

The results of previous research conducted by Julian (2013) obtained The

results show that compensation has a significant effect on employee performance. The existence of this influence indicates that with a change in the provision of compensation will affect the achievement of employee performance. The same results are shown from the results of research by Wijaya and Andrian (2015) The results obtained are that compensation has a significant effect on employee performance and Firmandari (2014) also obtained the same results, namely direct effect of compensation on employee performance.

Based on the background of the above problems, the author's reason fortake the research title "The Effect of Compensation on Performance" Employees At PT. Maluku Waenibe Wood Industry”

## **THEORETICAL BASIS**

Theoretical basis is described from a literature review and compiled by the author as a reference in solving problems. Theoretical basis is not just a set of definitions of a term.

The descriptions in this chapter use relevant, strong, sharp and up-to-date references. The theory written in this chapter is the theory used in data analysis or discussions.

Theoretical basis can be written in subchapters while still considering the 15% quota of the overall article body. All referenced or quoted sources must be written in the bibliography.

## **RESEARCH METHOD**

The type of research used in this research is the type of explanatory research. This explanatory research is used to determine the size of the relationship and influence between the independent variable and the dependent variable. In this study the population was employees of the production division of pt wainibe wood industry namlea is a rotary division with 84 workers consisting of 23 women and 61 men. Then

followed by the drael division which consisted of 76 workers with 23 women and 52 men. the sampling technique is simple random sampling. The measurement scale uses a Likert scale. Data collection by interview using a questionnaire and guiding questions. The data analysis used is qualitative analysis and quantitative analysis (validity test, reliability test, simple linear regression test, multiple regression test, correlation (r), and determination test with SPSS 16.0 program. While hypothesis testing uses t significance test and F test.

## **DISCUSSION**

### ***A general description of the company***

PT Wainibe Wood Industry is one of the companies engaged in the production of plywood. This company was founded in 1990 which is located in Finalisela village, Namlea. This company produces plywood with 2 plywood, based on the thickness of 5 and 7 cm. Within a day PT Wainibe Wood Industry is able to produce 150 cubic meters of wood in its production process activities.

The development of PT Wainibe Wood Industry progressed at the beginning of its establishment. This is because PT Wainibe Wood Industry is the only plywood company on the island of Buru. This company is able to employ 800 workers. In 2018 the number of workers owned by PT Wainibe Wood Industry was 497 people.

### ***Organizational structure of the company***

The organizational structure of PT Wainibe Wood Industry is as follows:

#### *Task Description*

The duties and responsibilities of each section are as follows:

#### 1) President Director

- Making general planning tasks within the organization
- Create and be responsible for the general policy of the company
- Decision makers and company leadership

#### 2) Marketing Manager

- read the responsibility for the process of distributing production results to prospective buyers
  - Researching and searching for marketing areas for expansion of the marketing network
  - marketing plan and setting sales targets
- 3) Production Manager
- production and activity plans
  - responsible for the smooth production process
- 4) Maintenance Manager
- In charge of organizing and planning maintenance of machines

No	Gender	Frekuensi	Frekuensi Relatif (%)
1	Man	30	60%
2	Woman	20	40%
		50	100%

- and equipment
- 5) HR Manager
- In charge of selecting new employees, being a liaison between the President Director and employees, managing the duties and division of each workforce.
- 6) Engineering Manager
- In charge of carrying out technical actions (related to repairing machines) and other equipment supporting production process activities
- 7) Employees
- carry out the assigned tasks as well as possible
  - responsibility for the tasks assigned to him as well as possible.
- 8) Security
- Responsible for security in the company.
  - Labor

**Data Description**

This research was conducted at PT Wainibe Wood Industry Namlea. The

sample in this study found 50 people, while the sampling technique was using the quota sampling method. That is a free sampling technique that does not determine the sample from the large population. The data of this research is about Wages (X1), Work Discipline (X2), and Labor Productivity (Y). The description of the data presented in this study includes the mean (M), mode (Mo), median (Me) and standard deviation. In addition, a frequency distribution table is also displayed. The following are the detailed results of data processing that has been carried out:

**Number of respondents**

The number of respondents in this study were 50 workers at PT Wainibe Wood Industry Namlea. The frequency distribution of respondents by gender can be seen in the following table

Source: Primary Data Processing 2018

From the table above, it can be seen that the number of workers at PT Wainibe Wood Industry Namlea which was used as the research sample were 30 male workers and 20 female workers. In addition, the workforce was divided into several work divisions. As for the frequency distribution, Gender and division of work.

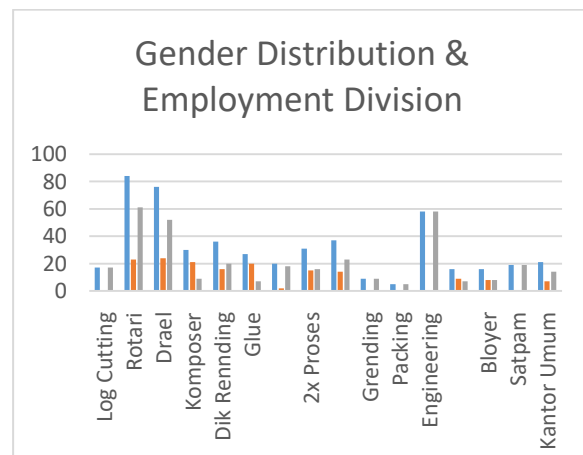


Figure. Gender Frequency Distribution Diagram and Division.

Employee Jobs at PT Wainibe Wood Industry.

The diagram above shows that the highest frequency of work divisions at PT Wainibe Wood Industry Namlea is the rotary division with 84 workers consisting of 23 women and 61 men. Then followed by the drael division consisting of 76 workers with 23 women and 52 men. The engineering division consists of 58 people consisting of all men. The Sizer, dumpur and sanding division consisted of 37 people, 14 women and 23 men. Rending Education Division consists of 36 people, 16 women and 20 men. The 2x process division consisted of 31 people, 15 women and 16 men. The composer division consists of 30 people, 21 women and 9 men. The glue division consists of 27 people, 20 women and 7 men. The general office division consists of 21 people, 7 women and 14 men. The cold and hot compress division consists of 20 people, 2 women and 18 men. The security guard consists of 9 people and all of them are men. The log cutting division consists of 17 people, all of whom are men. The production administration division consists of 16 people, 9 women and 7 men. The blower division consisted of 16 people, 8 women and 8 men. The grending division consists of 9 people, and all of them are men, and the packing division consists of 5 people and all of them are men. So the number of female workers is 159 people or 32% and the number of male workers is 338 people or 68%.

Wages in this study are obtained from the amount of wages given to workers in rupiah units. The data obtained then managed to become three categories, namely, medium and low. Basic category by using the average value obtained. The results of the descriptive analysis for the wage variable earned a minimum of Rp. 1.328.400.00, maximum wage Rp. 3.327.200.00, Average (M). 2,142,460.00, Median (I). 2,307,220.00, Standard Deviation 468,085.00. The table

categorization, frequency distribution and wage percentage data can be seen as follows:

Category	Total Value (X)	frequency	percentage
Tall	$X > 2,142,460,00$	29	58%
Currently	$X = 2,142,460,00$	0	0
Low	$X < 2,142,460,00$	21	42%

Table of Categorization, Frequency Distribution and Percentage of Wages  
Source: Data Processing, 2018

From the table above, it can be seen that there are 29 workers in PT Wainibe Wood Industry with a high category or 58%. A total of 21 workers in a low category or 42%. The percentage variables are presented in the following diagram:

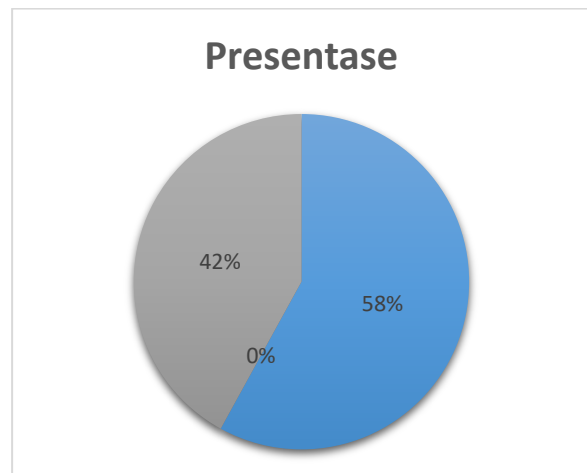


Figure. Pie Chart of Wage Variable Frequency Distribution.

The pie chart in Figure 4 shows that the wage data variable is included in the high category, namely 58%. From the table above and the diagram above, it can be seen that the variable wage for PT Wainibe Wood Industry Namlea is in the high category, which is located at  $X > 2,142.460.00$ .

Work Discipline

Data on work discipline variables were obtained from 10 statement items with 50 workers as respondents. Each question item has 5 alternative answers. The data obtained were then categorized into 3 categories, namely high, medium and low. The minimum score of the questionnaire is 31 and the highest normal score obtained is 45.

Tables. Categorization, Frequency Distribution of Variable Data Work Discipline.

Source: Data Processing, 2018

From the table above, it can be seen that there are 21 workers with high category work discipline or 44%. A total of 28 workers with a moderate level of discipline or 54% and 1 worker with a low level of discipline or 2%. The percentage of work discipline variable frequency distribution data is presented in a pie chart as follows:

Category	Total Value (X)	Frequency	Percentage
Tall	$X > 41$	35	70%
Currently	$30 \leq X \leq 41$	15	30%
Low	$X < 30$	0	0%
Ammount			

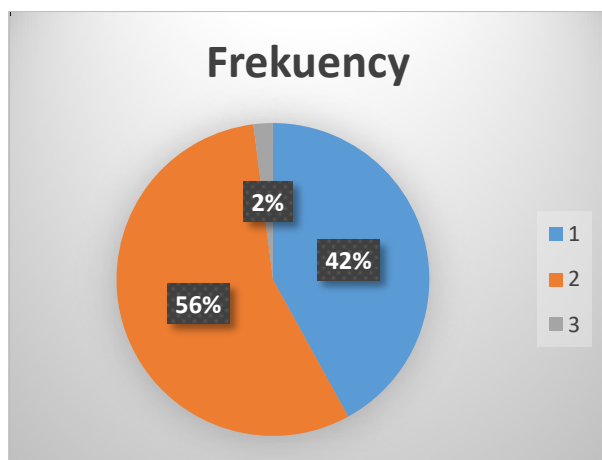


Figure. Pie Chart of Data Frequency Distribution of Work Discipline Variables

The pie chart in Figure 4. shows that the labor variable with high work discipline is 56%, moderate with a frequency of 42% and low with a frequency of 2%. From the frequency table and pie chart above, it can be seen that the labor discipline variable of PT Wainibe Wood Industry tends to be included in the high category which is in the range  $X > 37.68$ .

Work Productivity

Categoroy	Total Value (X)	Frequenc y	Precentag e
Tall	$X > 38$	21	44%
Currently	$31 \leq X \leq 38$	28	54%
Low	$X < 31$	1	2%
Ammount		50	100%

Labor productivity variable data is categorized to determine the level of subjek value. Categorization of data is divided into 3 parts, namely high, medium and low. The minimum normal score obtained from the questionnaire is 33 and the highest score from the questionnaire is 52.

The results of the descriptive analysis for the labor productivity variable obtained a minimum value of 33, a maximum value of 52. The mean (M) is 43.72, the median (Me) is 44 and the standard deviation is 4. The frequency distribution table for labor productivity variable data can be seen as following :

Table Categorization, Frequency Distribution of Labor Productivity Data.

From table. It can be seen that there are 35 employees of PT Wainibe Wood Industry with a high level of work productivity with a percentage of 70%. A total of 15 workers with moderate productivity with a percentage of 30%. The circle diagram of the frequency distribution of work productivity variable data can be seen as follows:



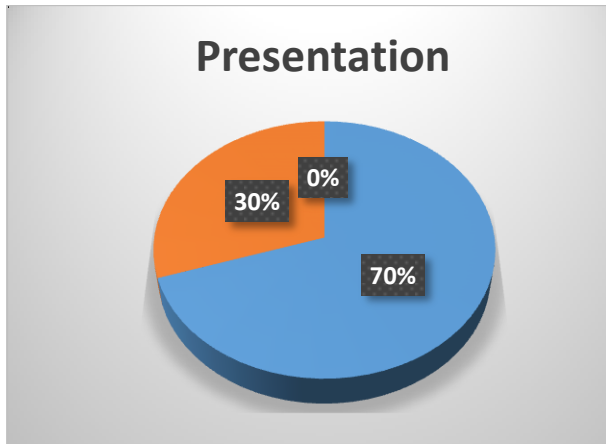


Figure. Pie Chart of Frequency Distribution of Labor Productivity Variable Data.

Based on the pie chart in Figure. It shows that the labor productivity variable is included in the high category, namely 70%, and 30% with moderate productivity. From the frequency distribution table and pie chart of labor productivity variables above, it can be seen that the labor productivity of PT Wainibe Wood Industry tends to be in the high category, namely in the range  $X > 41$ .

**Cross Tabulation of Wages and Labor Productivity of PT Wainibe Wood Industry Namlea.**

The table of cross tabulation of respondents' characteristics based on wages given and labor productivity is presented in the following table:

Source: Data Processing, 2018

Based on table. It can be seen that 75% (3 workers) with wages of more than Rp. 2,307,220 fall into the category of high work productivity, 56% (14 workers) with a wage equal to Rp. 2,307,220 fall into the category of high work productivity, and 86% (18 workers) fall into the category of high work productivity with wages of less than Rp. 2,307,220.

The rest, there are 25% (1 worker) in the category of moderate productivity with wages of more than Rp. 2,307,220. 44% (11 workers) with a wage equal to Rp. 2,307,220 fall into the category of moderate productivity. And 14% (3 workers) with

wages less than Rp. 2,307,220 fall into the category of medium productivity.

So in general it can be concluded that the level of labor productivity of PT Wainibe Wood Industry in Buru Regency, Namlea is in the good category with high and medium wages.

**Cross Tabulation of Work Discipline and Labor Productivity of PT Wainibe Wood Industry Namlea**

The table of cross tabulation of respondents' characteristics based on work discipline with labor productivity is presented in the table as follows:

Table. Cross Tabulation of Work Discipline and Labor Productivity.

Wages	Labor Productivity			Amount
	Low	Currentlly	Tall	
$X > 2.307.220$	0	1 (25%)	3 (75%)	4 (100%)
$X = 2.307.220$	0	11 (44%)	14 (56%)	25 (100%)
$X < 2.307.220$	0	3 (14%)	18 (86%)	21 (100%)
Work discipline	Labor Productivity			
	Low	Currently	Hall	Amount
$X > 38$ (Hall)	0	8 (35%)	15 (65%)	23 (100%)
$31 \leq X \leq 38$ (Currently)	0	7 (27%)	19 (73%)	26 (100%)
$X < 31$ (Low)	0	0	1 (100%)	1 (100%)

From the table. It can be seen that there are 65% (15 workers) with high work

discipline in the high work productivity category. 73% (19 workers) with work discipline in the medium category are in the high productivity category. 100% (1 worker) with low work discipline is in the high productivity category. The remaining 35% (8 workers) with work discipline in the high category are in the medium category. 27% (7 workers) in the category of moderate discipline are included in the category of moderate productivity. So in general it can be concluded that the majority of workers with a high level of discipline fall into the category of high work productivity.

### ***Discussion of Research Results***

Based on the results of data processing, it is found that wages and work discipline affect the productivity of PT Wainibe Wood Industry Namlea's workforce. In table 4. Correlation test, testing is done on the relationship between the dependent and independent variables.

The test results obtained a significant value is 0.001. this shows that the value obtained from the specified standard is 0.005. Thus the effect of work discipline variable (independent variable) has a significant effect on the wage variable (independent variable).

This is also shown from the data from the cross tabulation between wages and work productivity, where 18 workers with high work productivity categories have low wages. 14 workers with high productivity with medium wages, and 3 workers with high productivity.

The test results obtained a significant value is 0.027. this shows that the value obtained is less than the specified standard, namely 0.005. Thus the influence of the work discipline variable (independent variable) significantly affects the work productivity variable (dependent variable).

This means that the work discipline variable has a significant influence on work productivity. This can also be seen from the tabulation results of work discipline data

with work productivity where 23 workers with high work discipline have high work productivity, 26 workers with moderate productivity have a high level of work discipline, and 1 worker with low productivity and discipline. low work.

The test results obtained a significant value is 0.027. this shows that the value obtained is less than the specified standard, namely 0.002. Thus the influence of the wage variable (independent variable) has a significant effect on the work productivity variable (dependent variable).

### **CLOSING**

Based on the data obtained from the results of the study, it can be concluded that:

1. Wage variables affect the productivity of PT Wainibe Wood Industry's workforce, with a significant value of 0.002 or less than the specified significant standard value of 0.05.
2. The work discipline variable has a positive influence on the productivity of PT Wainibe Wood Industry, with a significant value of 0.027.

### **BIBLIOGRAPHY**

- Ghozali, Imam. 2007. *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: BP UNDIP.
- Hadiwiryono, Siswanto Sastro. 2002. *Manajemen Tenaga Kerja Indonesia*. Jakarta: Bumi Aksara.
- Handoko, T. Hani. 1993. *Manajemen Personalia dan Sumberdaya Manusia*. Yogyakarta: BPFE.
- Hasibuan, Malayu S.P. 2005. *Manajemen Sumber Daya Manusia (Edisi Revisi)*. Jakarta: Bumi Aksara.
- Mulianto, Sindu, dkk. 2006. *Panduan Lengkap Supervisi Diperkaya Perspektif Syariah*. Jakarta; PT. Elex Media Komputindo.



- Notoatmodjo, DR. Soekidjo. (1998). *Pengembangan Sumber Daya Manusia*. Jakarta: Rineka Cipta.
- Nitisemito, Alex .S. 1984. *Manajemen Personalia, Cetakan V*. Jakarta: Ghalia Indonesia.
- Simamora, Henry. (1999). *Manajemen Sumber Daya Manusia*. Yogyakarta: STIE YKPN.
- Sugiyono. 2006. *Metode Penelitian Bisnis*. Bandung: Alfabeta.