# Antecedents of Performance of Employees of the Central Immigration Detention Center (Rudenim) Tanjungpinang City

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**Abstract:** Purpose – This paper seeks to examine the effect of remuneration and work discipline on the performance of employees of the Central Immigration Detention Center (Rudenim) Tanjungpinang City. Methodology/approach – The type of research used in this study is quantitative descriptive. The sample in this study was all employees totaling 96 respondents. Data collection techniques carried out in the form of questionnaires, and literature studies. The analytical techniques used are validity tests, reliability tests, classical assumption tests, multiple linear regression tests and hypothesis tests with JASP. Findings – It was found that, remuneration affects employee performance and work discipline variables have a significant effect on employee performance. Overall, the variables of remuneration and work discipline affect employee performance. Novelty/value – As an employee, remuneration and work discipline are important factors in Tanjungpinang Rudenim in maintaining the performance of its employees.

**Keywords**: Remuneration, Discipline, Employee Performance, Tanjungpinang.

## INTRODUCTION

Human resources are basically important capital and have a role in achieving the goals of the agency. Human resource empowerment is the same as the management of important assets in agencies, so that orderly and structured management provides maximum results which are reflected in competent and quality human resources. Understanding of the importance of human resources is carried out with actions and strategies in improving employee performance, so that the management of performance management that has an impact on the utilization of human resources means that institutions or agencies must be able to strive for these human resources to work optimally and have an impact on the performance of each employee. Therefore, employee performance must get special attention so that employee performance does not decline.

From the table above, it can be seen that performance appraisals are taken from employee performance target values (SKP) and behavioral values. The target value of employee performance is calculated from the activities of the job duties, while the value of behavior is calculated based on work behavior whose assessment consists of Service Orientation, Integrity, Commitment, Discipline, Cooperation, and Leadership. Especially for leadership values only found in division heads and section heads. It is known that the value of work behavior is still at number 7, especially for the description of service orientation, integrity, and cooperation. Good and maximum employee performance is expected to provide great benefits to the organization. And in the table the performance of all employees has been averaged, so it can be concluded that a good Performance Allowance is expected to encourage employees to work as well as possible, and with the remuneration given to Civil Servants, so that the performance of an agency can certainly run optimally.

Work discipline is also an important factor that becomes the main capital to achieve good employee performance. In accordance with the table there are 295 delays during the year, this delay is dominated by more than 90 minutes, which is 169 times late, if the percentage is 57%, this figure is more than 50%, which indicates that more than half of the delays are made more than 90 minutes, and the remaining 43% of delays occur in the range of 30 minutes to less than 90 minutes.

One of the ways that the government does in order to improve employee performance (RUDENIM) is by providing Remuneration or can also be called Performance Allowance. Nawawi et al., (2019) explained that government remuneration is an inseparable part of bureaucratic reform policies. Where remuneration is a rearrangement of the payroll system related to performance appraisal. The following is a table of large deductions in remuneration for late employees and delays in collecting daily journals.

**Table 1.**
Officer Remuneration Cuts of the Year 2022

| Month | Big Cut | | Total Employee Remunetation | | Precentage | |
|---|---|---|---|---|---|---|
| Jan-Feb | Rp | 156.713 | Rp | 370.581.500 | 0,04 | % |
| Feb-Mar | Rp | 2.709.791 | Rp | 370.581.500 | 0,70 | % |
| Mar-Apr | Rp | 3.575.296 | Rp | 370.581.500 | 1,00 | % |
| Apr-Mei | Rp | 3.349.266 | Rp | 370.581.500 | 0,90 | % |
| Jun-Jul | Rp | 525.135 | Rp | 370.581.500 | 0,10 | % |
| Jul-Agt | Rp | 2.300.043 | Rp | 370.581.500 | 0,60 | % |

| Agt-Sep | Rp | 642.143 | Rp | 370.581.500 | 0,20 | % |
|---------|----|---------|----|-------------|------|---|
| Sep-Okt | Rp | 3.136.584 | Rp | 370.581.500 | 0,80 | % |
| Okt-Nov | Rp | 6.974.625 | Rp | 370.581.500 | 1,80 | % |
| Nov-Des | Rp | 7.794.403 | Rp | 370.581.500 | 2,10 | % |

Source: Processed Data,2023

Based on the table above, some rudenim employees could not achieve the predetermined target, so there was a cut in benefits according to applicable regulations, where a large enough deduction of remuneration was in October-November, which was 2.1% amounting to Rp.7,794,403. There are several factors that cause the target not to be achieved, namely the attitude of employees who are still late coming to work and not obeying regulations such as being late in collecting daily journals. Based on these phenomena and problems, researchers are interested in taking the title "Antecedents of Performance of Employees of the Central Immigration Detention Center (Rudenim) Tanjungpinang City".

## LITERATURE REVIEW

### Remuneration

The word remuneration according to Oxford advance learner's dictionary of current english (Hornby) Remuneration is Payment or Reward means payment, reward award where the term reward is often also used in Indonesian the term compensation. Remuneration is a reward or remuneration given to workers as a result of the achievements they have given in order to achieve organizational goals according to Kusnaedi (Putra et al., 2019).

### Work Discipline

According to Hasibuan (2016) stated that discipline is a person's awareness and willingness to obey all applicable rules and norms, both reflecting the amount of one's responsibility for the tasks given to him.

### Perform

According to Wibowo (Laoh et al.2019) performance is about doing work and the results achieved from the work. Based on the description above, it can be concluded that performance is the final result achieved by a person in the work that is his duty based on knowledge, attitude, skills and motivation.

## METHOD

This research uses Quantitative research methods. In this study, the data source used by the researcher is the primary data source. Techniques carried out in data collection are questionnaires, literature studies and observations. The sample in this study was all employees totaling 96 respondents. The analytical techniques used are validity tests, reliability tests, classical assumption tests, multiple linear regression tests and hypothesis tests with JASP.

## RESULTS AND DISCUSSION

### Test Validity and Reliability

**Table 2.** Validity Test Results

| Variable | Statement Item | Pearson's r | $r$ tabel | Information |
|---|---|---|---|---|
| **Remuneration (X1)** | P1 | 0,586 | 0,200 | VALID |
| | P2 | 0,446 | 0,200 | VALID |
| | P3 | 0,664 | 0,200 | VALID |
| | P4 | 0,614 | 0,200 | VALID |
| | P5 | 0,623 | 0,200 | VALID |
| | P6 | 0,815 | 0,200 | VALID |
| | P7 | 0,827 | 0,200 | VALID |
| | P8 | 0,761 | 0,200 | VALID |
| | P9 | 0,803 | 0,200 | VALID |
| **Work Discipline (X2)** | P10 | 0,686 | 0,200 | VALID |
| | P11 | 0,725 | 0,200 | VALID |
| | P12 | 0,639 | 0,200 | VALID |
| | P13 | 0,725 | 0,200 | VALID |
| | P14 | 0,639 | 0,200 | VALID |
| | P15 | 0,692 | 0,200 | VALID |
| | P16 | 0,478 | 0,200 | VALID |
| | P17 | 0,764 | 0,200 | VALID |
| **Performance (Y)** | P1 | 0, 499 | 0,200 | VALID |
| | P2 | 0,632 | 0,200 | VALID |
| | P3 | 0,598 | 0,200 | VALID |
| | P4 | 0,722 | 0,200 | VALID |
| | P5 | 0,794 | 0,200 | VALID |
| | P6 | 0,775 | 0,200 | VALID |
| | P7 | 0,756 | 0,200 | VALID |
| | P8 | 0,653 | 0,200 | VALID |
| | P9 | 0,585 | 0,200 | VALID |
| | P10 | 0,671 | 0,200 | VALID |

Source: Data Processing Results JASP 2023

**Table 2.** Result Reliability Test

| No | Variable | *Cronbach* Hitung | *Cronbach Alpha* | Information |
|---|---|---|---|---|
| 1 | **Remuneration (X1)** | 0,860 | 0,60 | *Reliable* |
| 2 | **Work Discipline (X2)** | 0,850 | 0,60 | *Reliable* |
| 3 | **Performance (Y)** | 0,860 | 0,60 | *Reliable* |

Source: Data Processing Results JASP 2023

Based on table 2. above, shows that *Cronbach Alpha* for the variables Remuneration, Work Discipline, and Performance has a value of > 0.60 so that it can be concluded that the measurement of variables used in this study is reliable or trusted as a data collection tool in research.
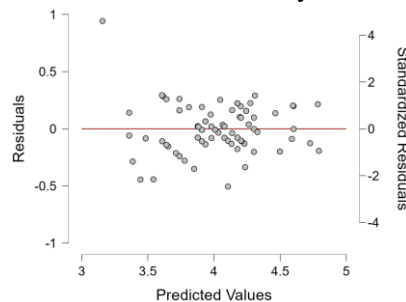
**Normality Test**

**Figure 1.** Normality Test Results Q-Q Plot
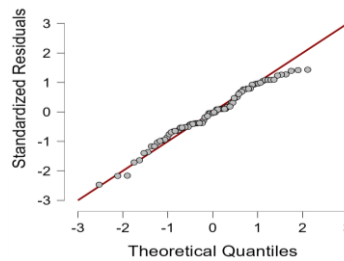


Source: Data Processing Results JASP 2023

Based on figure 1. Indicates that all data has been normally distributed, where the spread of data is on diagonal lines.

**Heteroscedasticity Test**

**Figure 2.** Heteroscedasticity Test Results



Source: Data Processing Results JASP 2023

Based on Figure 2. Shows that the spread of points is below and above the number 0 on the Y axis and does not form a clear pattern, which means that this regression model does not occur heteroscedasticity.

**Multicollinearity Test**

**Figure 3.** Multicollinearity Test Results

**Coefficients**

| Model | | Unstandardized | Standard Error | Standardized | t | p | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | | | | | | Tolerance | VIF |
| $H_0$ | (Intercept) | 3.906 | 0.048 | | 80.607 | < .001 | | |
| $H_1$ | (Intercept) | 7.116 | 3.286 | | 2.348 | 0.021 | | |
| | RM | 0.582 | 0.084 | 0.544 | 6.955 | < .001 | 0.876 | 1.142 |
| | WD | 0.344 | 0.089 | 0.302 | 3.866 | < .001 | 0.876 | 1.142 |

Source: Data Processing Results JASP 2023

Based on figure 3. The above shows that there is no multicollinearity in the regression model because the tolerance value < 1 and VIF < 10 where the Remuneration variable has a value of 1,142 and the Work Discipline variable has a VIF value of 1,142. So it can be concluded that in this model there are no symptoms of multicollinearity.

**Double Linear Analysis**

**Figure 4.** Double Linear Analysis Results

**Coefficients**

| Model | | Unstandardized | Standard Error | Standardized | t | p |
|---|---|---|---|---|---|---|
| $H_0$ | (Intercept) | 3.906 | 0.048 | | 80.607 | < .001 |
| $H_1$ | (Intercept) | 7.116 | 3.286 | | 2.348 | 0.021 |
| | RM | 0.582 | 0.084 | 0.544 | 6.955 | < .001 |
| | WD | 0.344 | 0.089 | 0.302 | 3.866 | < .001 |

Source: Data Processing Results JASP 2023

$$Y = a + b1\ X1 + b2\ X2 + e$$

Customer Loyality = 7.116 + 0.582 RM + 0.344 CRM + e

The interpretation of the equation is as follows:

a. The constant is 7.116, meaning that if the Remuneration (X1) and Work Discipline (X2) variables are considered constant or there is no change, then the Performance variable (Y) will be 4.024.

b. The value of the variable regression coefficient in Remuneration (X1) is 0.582. This means that if Remuneration (X1) increases by 1%, Performance (Y) will increase by 0.582.

c. The value of the regression coefficient in the Work Discipline variable (X2) is 0.344. This means that if the Work Discipline variable (X2) increases by 1%, Performance (Y) will increase by 0,344.

**Test t**

**Figure 5.** Test Results t

**Coefficients**

| Model | | Unstandardized | Standard Error | Standardized | t | p |
|---|---|---|---|---|---|---|
| $H_0$ | (Intercept) | 3.906 | 0.048 | | 80.607 | < .001 |
| $H_1$ | (Intercept) | 7.116 | 3.286 | | 2.348 | 0.021 |
| | RM | 0.582 | 0.084 | 0.544 | 6.955 | < .001 |
| | WD | 0.344 | 0.089 | 0.302 | 3.866 | < .001 |

Source: Data Processing Results JASP 2023

a. Based on the results of JASP data processing, the Remuneration variable (X1) has a calculated value of 6,955 > table 1.988 with a significance value of 0.01 < 0.05 which means that the Remuneration variable H0 is rejected and H1 is accepted. This also means that the variable (X1) has a partial effect on the Performance variable (Y).

b. The Work Discipline variable (X2) has a calculated value of 3.866 >t table 1.988 with a significance value of 0.01 < 0.05 so that H0 is rejected and H1 is accepted. This means that the Work Discipline variable (X2) has a partial effect on the Performance variable (Y).

**Test F**

**Figure 6.** F Test Results

**ANOVA**

| Model | | Sum of Squares | Df | Mean Square | F | p |
|---|---|---|---|---|---|---|
| $H_1$ | Regression | 1262.822 | 2 | 631.411 | **46.983** | < .001 |
| | Residual | 1249.835 | 93 | 13.439 | | |
| | Total | 2512.656 | 95 | | | |

Source: Data Processing Results JASP 2023

Based on figure 6. The above shows a F calculate value of 46.983 > F table 3.09, with a significance level of 0.01 <0.05. This indicates that the H0 conjecture is rejected and the H1 is accepted. So it can be concluded that the independent variables Remuneration (XI) and Work Discipline (X2) simultaneously affect the Performance variable (Y).

**Coefficient of Determination Test ($R^2$)**

**Figure 7.** Coefficient of Determination Test Results

| Model | R | $R^2$ | Adjusted $R^2$ | RMSE |
|---|---|---|---|---|
| $H_0$ | 0.000 | 0.000 | 0.000 | 0.391 |
| $H_1$ | 0.709 | 0.503 | 0.492 | 0.207 |

Source: Data Processing Results JASP 2023

Based on figure 7. The above shows an Adjusted R-Square value of 0.503, this indicates that Remuneration and Work Discipline have an influence contribution of 50.3% on the Performance variable. And the remaining 49.7% is the influence of other variables that are not included in the regression model of this study.

## CONCLUSION

The conclusion of this study is that the variable remuneration has a partial effect on the performance of Tanjung Pinang RUDENIM employees. The value of a positive regression coefficient shows that the remuneration variable has a unidirectional relationship with employee performance, so it can be said that the greater amount of remuneration will have an impact on improving employee performance at the Tanjungpinang immigration detention center (RUDENIM). Then the variable of work discipline has a partial effect on the performance of Tanjung Pinang RUDENIM employees.   This means that the regression coefficient for the first hypothesis is positive. A positive t value indicates that good work discipline will have an impact on improving employee performance. Next, the variables of remuneration and work discipline have a significant effect on employee performance simultaneously. So it can be said that remuneration and work discipline together affect employee performance (Rudenim). The magnitude of the coefficient of determination value of 0.503 shows that 50.3% of the effect of remuneration and work discipline on the performance of Tanjungpinang immigration detention center (RUDENIM) employees. With this research, it is hoped that the Head of RUDENIM will fix the various shortcomings of the remuneration policy, so that this type of reward (rewards both in the form of money and in forms other than money) will really add value to the benefits and be felt well by the employees of RUDENIM Tanjungpinang.

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