PalArch's Journal of Archaeology of Egypt / Egyptology

THE EFFECT OF REWARDING AND WORKING DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES OF PT. ECO TERRA MULTI PLAN

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ABSTRACT:
This study aims to determine how the effect of Rewards and Work Discipline in employee performance at PT Ecoterra Multiplan. The research method used in this research is descriptive and verification methods. The population in this study is a person's perception of the Rewards, Word Discipline. And Performance to Employee PT Ecoterra Multiplan. The sampling technique used in the study used Proportional Slovin sampling, with a sample size of 93 respondents. While the method of analysis used in this study is simple linear regression analysis, and the coefficient of determination at a significant level of 5%. The results showed in a simultaneous that Rewards and Work Discipline had an effect on Employee Performance. Rewards and Work Discipline was 78.7% an effect on Employee Performance, while the remaining was contributed by other variables. The result showed in a partial than Rewards and Work Discipline has an effect on employees' performance PT Ecoterra Multiplan.

INTRODUCTION

Today, human resources in a company or government agency are significant to be noticed; even human resources are considered as the cogs of activity for a government agency/agency. This is by what Nugraha et al. (2018) stated that human capital plays an important role in running a company. Because within

the company, human resources (human capital) will be the company's driving system or, in other words, a performance system.Performance can be interpreted as the achievement of a person's achievements concerning the task given to someone, the work results that can be achieved by a person or group of people in an organization by their respective authority and responsibility, to achieve a goal of the organization concerned legally, does not achieve the law by the moral ethics of Sedarmayanti (2007). In achieving the organization's performance, it is determined by the human resources in it and by the PIP function's main tasks and roles (Principal Scientific Pattern), which must be implemented according to the level of special abilities required by employees. Tohardi (2002) defines performance as an evaluation of work carried out through direct superiors, friends, and subordinates. According to Drs. H. Moh. Pabundu (2006) defines performance as the results of the person's work/activity or group's work/activity in an organization that is influenced by various factors to achieve organizational goals within a certain period of time. This is in line with what is expressed by Mangkunegara (2016), which explains that performance results from work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to him. According to Sutrisno (2016), performance is a person's success in carrying out a task, the work that can be achieved by a person or group of people in an organization by their respective authority and responsibility or about how someone is expected to function and behave by what has been assigned to him. as well as quantity, quality and time used in carrying out the duties of. PT. Ecoterra Multiplan is a company engaged in consulting services that carry out various survey activities, feasibility studies, planning, natural resource management, the environment, asset management, and sustainable development that requires environmental impact control, so Ecoterra is also ready to assist various AMDAL studies. Regional infrastructure development activities, water resources, transportation, urban, industrial, mining, agriculture, and forestry. In other words, this company is also indirectly participating in economic development in Indonesia. However, in its implementation, PT. Ecoterra Multi Plan has experienced some difficulties because each employee's performance has decreased in the last few years in completing their duties. The decline in performance can be seen in the following table:

Table 1.1 Employee Performance of PT. Ecoterra Multiplanobtained

No.	Description	Target	Realization				
			2015	2016	2017	2018	2019
1	A project that per year	100%	80%	70%	97%	100%	83%
2	Duration of Completion of Project	100%	88%	96%	78%	95%	85%
3	Teamwork	100%	85%	89%	87%	84%	83%
4	Leadership	100%	93%	97%	97%	96%	98%
5	Employee Productivity	100%	87%	93%	83%	94%	86%

Source: PT. Ecoterra Multiplan (2020)

Based on data from Table 1.1, it is clear that the performance of employees of PT. Ecoterra Multiplan is very fluctuating, which tends to decrease every year. Still, if you look closely, each employee's leadership has increased every year, but this has not made the overall performance of PT employees. Ecoterra Multiplan decreased, seeing data on the decline in employee performance of PT. Ecoterra Multiplan, the researchers are very interested in examining why performance can decrease, as in the table above. Before proceeding further, the researcher conducted pre-survey research that aimed to find out what influenced PT performance Ecoterra Multi Plan for 30 respondents.

According to Dessler (2007) in Widodo (2015), there are five performance appraisal factors, namely job awards, including accuracy, thoroughness, skill, and acceptance of estimates. The quantity of work, including the volume of output and contribution. Leadership is needed, including needing advice, direction, or improvement. Discipline, including attendance, sanctions, documents, regulations, trustworthiness/dependability, and timeliness. Communication, including relations between employees and leaders, communication media. Before proceeding further, the researcher conducted pre-survey research, which aimed to find out what influenced the performance of PT. Ecoterra Multi Plan for 30 Respondents as follows:

Table 1.2 Factors Affecting Employee Performance PT. Ecoterra Multiplan

Factors Affecting Employee Performance at PT. Ecoterra Multiplan (according to Respondents)	Numbers (people)	Percentage of
Awards	12	40%
Work Quantity	2	6.67%
Leadership	1	3.33%
Work Discipline	9	30%
Communication	3	10%
Total	30	100%

Source: Processed by Researchers (2020)

Seeing Table 1.2 that thing that greatly affects the performance of employees of PT. Ecoterra Multi plan rewards with a percentage of 40% and 30% Discipline of Work; thus, researchers believe that there is an influence between Leadership Style and Motivation on employee performance.Previous research put forward by Winda Sri Astui (2019) entitled "The Effect of *Rewards* and *Punishment on* Employee Performance at PT BPR Hasamitra Makassar" explains that *Rewards* partially have a significant effect on employee performance and according to Silfia Febrianti (2019) entitled "The Effect of *Rewards* and *Punishment* on Work Motivation and its impact on Employee Performance of PT. Panin Bank Area Mikro Jombang" explained that *Rewards* have a positive impact on employee performance.Previous research put forward by Syafrina (2017) entitled "The Effect of Work Discipline on Employee Performance at PT Suka Fajar Pekanbaru" explains that work discipline affects employee performance and according to Primadi (2017) entitled "The Effect of Work Discipline on Employee Performance at

Bank Perkreditan Rakyat" explained that work discipline affects employee performance.The explanation above, namely performance appraisal data and previous journals, stated that PT Ecoterra Multiplan has decreased. According to the journal, the decline in performance is influenced by *Rewards* and less than optimal work discipline. The researcher gave the title, "*Rewards* and Work Discipline on Employee Performance PT Ecoterra Multiplan". In line with the above background, the problem formulations in this study are as follows:

How is the effect of *Rewards* on the Employee Performance of PT Ecoterra Multiplan?

How is the influence of Work Discipline on Employee Performance of PT Ecoterra Multiplan?

How to influence *Rewards* and Discipline Work the Employee Performance PT Ecoterra Multiplan?

LITERATURE REVIEW
Management
Management is a process to achieve the desired goals. Management as a science management is also universal and uses a systematic scientific framework. Management science can be applied in all human, corporate, government, educational, social, religious, and other organizations. As for some management understanding put forward by several Management experts, according to Hasibuan (2016: 9), Management is the science and art of regulating the utilization process human resources and other resources effectively and efficiently to achieve a certain goal.Understanding Management according to Ali Ibrahim (2016), Management is a distinctive process consisting of planning, organizing, mobilizing, and controlling actions that are carried out to determine and achieve predetermined goals through the use of human resources and other sources.

Human Resource Management
Human Resource Management is a science and art that regulates the workforce's relationship and role to be effective and efficient in realizing company goals. Management that regulates this human element is often called personnel management, or personnel management applied to a company to achieve the desired goals. Here are some definitions regarding Human Resource Management according to several experts, including Dessler (2015: 3); understanding human resource management is the process of obtaining, training, assessing, and compensating employees and for managing labor, health and safety relations, as well as matters related to justice.According to Bintoro and Daryanto (2017: 15), Human resource management, abbreviated as HRM, is a science or way of regulating the relationships and roles of resources (labor) owned by individuals efficiently and effectively and can be used optimally, so that common goal is achieved. Companies, employees, and society to the maximum. Understanding, according to Ardana (2012: 5), Human resource management is the process of empowering humans as human labor so that all their physical and psychological potentials function optimally to achieve goals.

Rewards

Rewards can be something tangible or intangible within the organization and are given to employees either intentionally or unintentionally as a reward for potential employees or contributions for good work, and for employees who apply positive values to satisfy certain needs (Shields, 2016: 12; in Sauk et al., 2017). Another definition explains that reward (reward) is a reward in return for the company's services to the workforce because the workforce has contributed energy and thoughts for the company's progress to achieve predetermined goals (Satrohadiwirya, 2010: 17; Efendy et al., 2017). According to Ngalim P (2014: 182), the *reward* is an educational tool to educate children to feel happy because their actions or work are rewarded. Fahmi (2016: 57*) Reward* or often referred to as compensation, is a form of remuneration given to an employee for the work done.

Factors Affecting Rewards

The factors that influence the reward system, according to Maulidiyah (2017), namely:
Internal Consistency is determined by classifying the difficulty or ease of the type of work at hand.
Competition or External Competition (External Competitiveness) compares the number of awards between one company and another. The aim that the award is given still contains the competitive value for employees to avoid employees moving to other companies.
Employee Contribution can be used as the basis for determining the number of awards the company will give.
Administration (Administration) is the fourth aspect that becomes a factor in awarding. Available data that contains aspects of corporate budget planning communicates with managers. Their evaluation can be used as a basis for determining awarding policies.

Working Discipline

According to Daryanto & Darmiatun (2013: 49), it is explained that discipline is basically self-control in obeying rules both made by oneself and outside the self, be it family, educational institutions, society, state, or religion. According to Kurniawan (2013: 136) explains that discipline is a condition that is created and formed through a process and a series of behaviors that address the values of obedience, obedience, loyalty, regularity, and order. The most important aspect of discipline is obedience and obedience to applicable rules and awareness of implementing discipline. Furthermore, according to Hasibuan (2013: 193), discipline is a person's awareness and willingness to obey all company regulations and prevailing social norms. From the description above, I can conclude that work discipline is the willingness and awareness of employees to comply with and obey the rules and norms that apply within the company.

Factors Affecting Work Discipline
According to Sutrisno (2013: 89), the factors that influence employee discipline are:
The size of compensation
The size of the compensation can affect the upholding of discipline. Employees will comply with all applicable regulations if they feel they are guaranteed remuneration for their efforts.
Whether or not there are exemplary leaders in the organization.
Exemplary leaders' role is very influential in the organization, even very dominant compared to all the factors that affect employee discipline. Leaders in a company are still role models for their employees. Employees will always exemplify what they see in their daily lives according to what their leaders do.
Whether or not there are original rules that can be used as guidance.
Discipline development will not be implemented if there are no definite written rules to be used as a common reference. Discipline is impossible to enforce if rules are made only based on oral instructions, which can vary according to conditions and situations.
Courage of leadership in taking action
If an employee violates discipline, it is necessary to have the courage of the leadership to take action by the level of the violation. By taking action against disciplinary violations, all employees will feel protected by the existing sanctions and, in their hearts, promise not to do the same.
There is a lack of leadership supervision
With the supervision carried out by the leadership, more or fewer employees will get used to carrying out work discipline.

Performance
According to Mangkunegara (2016: 67), the term performance comes from job performance or Actual Performance (job performance or actual achievement someone has achieved). The definition of performance is the quality and quantity of work achieved by an employee in carrying out his duties by the responsibilities given to him Mangkunegara (, 2016: 67). Performance is the result of a process that refers to and is measured over a certain period of time-based on the provisions or agreements that have been previously determined (Edison, 2016: 190).

Factors Affecting Performance
According to Dessler (2007) in Widodo (2015), there are five factors in performance appraisal, namely:
Job performance, including accuracy, thoroughness, skill, and acceptance of output.
The quantity of work, including the volume of output and contribution.
Leadership is needed, including needing advice, direction, or improvement.
Discipline, including attendance, sanctions, documents, regulations, trustworthiness/dependability, and timeliness.
Communication, including relations between employees and with leaders, communication media.

Framework

In improving the performance of the role of human resources is the most important factor, because human resources are the driving force of a company, besides that it is also important to pay attention to how to provide direction to each employee so that the employee understands what needs to be done and what employees will receive. Suppose the target cannot be reached. Furthermore, in achieving targets or, say, an increase in performance, companies need to pay attention to each employee's work discipline. Thus, the company's performance can be improved through the provision of rewards and motivation.
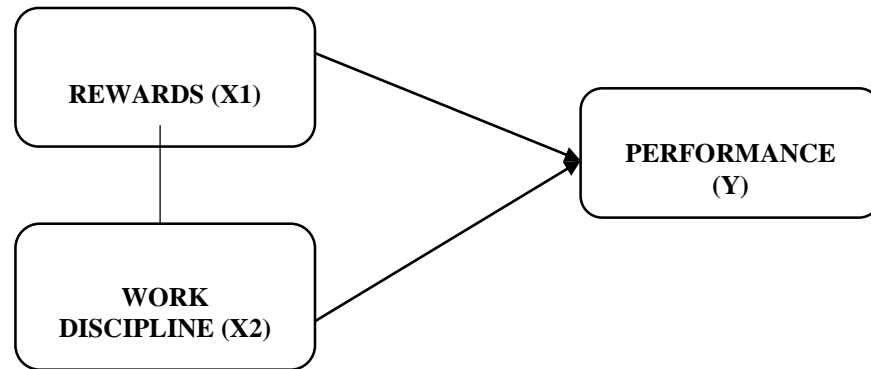

Figure 2.1 Research Paradima
Source: Researcher Processed (2020)

Hypothesis

According to Sugiyono (2017: 64), the hypothesis is a temporary answer to the formulation of research problems. It is said temporarily because the answers given are only based on relevant theories, not based on empirical facts obtained through data collection. Based on the framework described above, the authors draw a hypothesis: "There is an effect of Rewards and Work Discipline on Employee Performance at PT. Ecoterra Multiplan partially and simultaneously."

Object And Research Methods Research
Object

In this study, there are objects studied, namely the Effect of Transactional Leadership Style and Motivation on Employee Performance at PT. Ecoterra Multiplan. Ecoterra Multiplan was established in 2000 as a CV. Ecoterra Multiplan, in 2010 the status of the company's business entity changed to PT. Ecoterra Multiplan based on the Notary Deed of Harry Susanto, SH No. 34 dated January 26, 2010. The company is engaged in a survey study, feasibility study, planning, natural resource management, environment, and asset management. Sustainable development requires controlling its environmental impact, so Ecoterra is also ready to assist in the AMDAL study of various regional infrastructure development activities, water resources, transportation, urban, industrial, mining, agriculture, and forestry.

RESEARCH METHOD

According to Sugiyono (2014: 147), the descriptive method analyzes data by describing or describing the collected data without making generalized conclusions or generalizations. Also, researchers use verification methods such as the explanation proposed by Sugiyono (2014: 8). The verification method is defined as research conducted on a particular population or sample to test the established hypothesis.

Population

According to Sujarweni (2015: 80), the population is the total number of subjects or objects used by researchers to conclude in the end. According to Sugiyono (2016: 61), another definition states that the population is a generalization area consisting of objects/subjects with certain quantities and characteristics determined by researchers to be studied and then draw conclusions. In this study, the population is all employees registered at PT. Ecoterra M Quotlan, totaling 1200 employees as respondents.

Sample

According to Sugiyono (2017: 149), the sample is part of the population's number of characteristics. The sample is carried out if the population is large enough, then the researcher cannot learn all the things in that population due to limited time, energy, and costs in carrying out a study. The sampling technique also pays attention to the opinion found by Akron (2008: 210) that good preparation for subjects that are less than 100, so all of them are taken so that the study is a population study. Furthermore, if the subject is large, it can be taken between 5% - 15% or more. To determine the sample size to be taken, which can represent the entire population, using the Proportional Slovin formula quoted by Umar (2013: 78), the sample size is as follows:

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

where
n   = Number of samples
N   = Number of population
Ne^2 = Leeway inaccuracy due to sampling error which can be tolerated (10%)

$$n = \frac{1200}{1 + 1200\,(0,1)^2}$$

$$= 92.3 \approx 93$$

Based on the above calculations, the minimum sample size used is 92.3, rounded off 93. Thus, 93 respondents can be used as a sample where 93 people are generated using the overall percentage of the total number of PT employees. Ecoterra Multiplan with 1200 employees with an error rate of 10%.

RESEARCH RESULTS AND DISCUSSION

Validity test results

Validity testing was carried out by correlating each item's score with the total score. The analysis technique used is the Pearson correlation coefficient product-moment. If the correlation value is more significant than 0.205, then the statement can be valid. Based on the processing results, the validity test results obtained are as follows:

Table 4.1. Test Results Validity Rewards (X1)

Item Question	Count r	r table	Description
R1	0,880	0,205	Valid
R2	0,890	0,205	Valid
R3	0,887	0,205	Valid
R4	0,658	0,205	Valid
R5	0,405	0,205	Valid
R6	0,824	0,205	Valid
R7	0,835	0,205	Valid
R8	0,883	0,205	Valid
R9	0,403	0,205	Valid
R10	0,822	0,205	Valid

Source: questionnaire were processed in 2020

Table 4.2. Test Result Validity Work Discipline (X2)

Item Question	Count r	r table	Description
D1	0,218	0,205	Valid
D2	0,768	0,205	Valid
D3	0,585	0,205	Valid
D4	0,244	0,205	Valid
D5	0,842	0,205	Valid
D6	0,677	0,205	Valid
D7	0,647	0,205	Valid
D8	0,794	0,205	Valid
D9	0,794	0,205	Valid
D10	0,811	0,205	Valid

Source: questionnaire were processed in 2020

Table 4.3. Results of Test validity Employee performance (Y)

Item Question	Count r	r table	Description
K1	0,840	0,205	Valid
K2	0,755	0,205	Valid
K3	0,454	0,205	Valid
K4	0,471	0,205	Valid
K5	0,581	0,205	Valid
K6	0,791	0,205	Valid
K7	0,665	0,205	Valid
K8	0,214	0,205	Valid
K9	0,718	0,205	Valid

Source: Questionnaires processed in 2020

Based on the validity test results, each question item's correlation value with the total score obtained is more significant than 0.205, so it can be concluded that the question items used are valid and can be used in further data analysis.

Results Of Reliability Test

In testing the reliability using SPSS, the steps taken are the same as the validity trying phase. Because both outputs appear simultaneously. According to Umar (2013: 58), reliability and variable constructs are acceptable if they have a *Cronbach's Alpha value* > 0.700. The following are the results of the reliability test using the SPS program:

Table 4.4. Reliability Test Results of reliability

Variable	Reliability Coefficient	Critical Value	Conclusion
Rewards	0,890	0.700	Reliable
Work Discipline	0,829	0,700	Reliable
Performance	0,744	0.700	Reliable

Source: Statistical Data Output 2020

The table above provides information about the reliability test results of the measuring instrument used. The table above shows that the values obtained for the three variables are 0.890, 0.829, and 0.744. The three values of the reliability coefficient are more significant than the critical value (0.700) so that the tool used is declared reliable. Thus it can be concluded that all statement instruments used in the study have been able to measure what should be measured and have been tested for the validity of being used as a research measurement tool.

Normality Test Results

The normality test in the regression model is used to test whether the residual value resulting from the regression usually is distributed or not. A good regression model is one that has a residual value that is generally distributed.

Table 4.5. Results of the
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		93
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	.26215957
Most Extreme Differences	Absolute	.094
	Positive	.059
	Negative	-.094
Kolmogorov-Smirnov Z		.664
Asymp. Sig. (2-tailed)		.769

| a. Test distribution is Normal. |
| a. Calculated from data. |

Source: SPSS 22 Output Results (2020)

The table above explains that the significance level of the research variables is usually distributed at an error level of 0.05 or 5%. This is indicated by the significant level of the variable that says *Asymp. Sig. (2-tailed)* of 0.769 for the effect of *rewards* and work discipline on employee performance, in other words, more significant than 0.05.

Multicolinearity Test Results

To determine the presence or absence of multicollinearity, see the tolerance value and variance influence factor (VIF) section. There is a stipulation that the tolerance value is more significant than 0.1 (tolerance value> 0.1) or the independent variable VIF is smaller than VIF (VIF <10), which means that there is no multicollinearity. Table below are the results of test multicollinearity in this study.

Table 4.6. Multicollinearity Test Results
Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Rewards	.336	2.955
	Work Discipline	.336	2.955

a. Dependent Variable: Performance

Source: SPSS 22 Output Results (2020)

The multicollinearity test results show the *tolerance value* for variables *reward* and work discipline, respectively, is 0.336, with the VIF of each variable is 2.965. So, it can be concluded that there is no multicollinearity among the independent variables in this study.

Heterocedasity Test Results

This heteroscedasticity test aims to test the difference in variance from the residual value at one observation to another, indicated by a different value between one residual variance and the variance between residuals or, in other words, not homogeneous. A good regression model in which there is no symptom of heteroscedasticity, because the occurrence of heteroscedasticity will result in an inaccuracy of the results of the regression analysis carried out as follows:
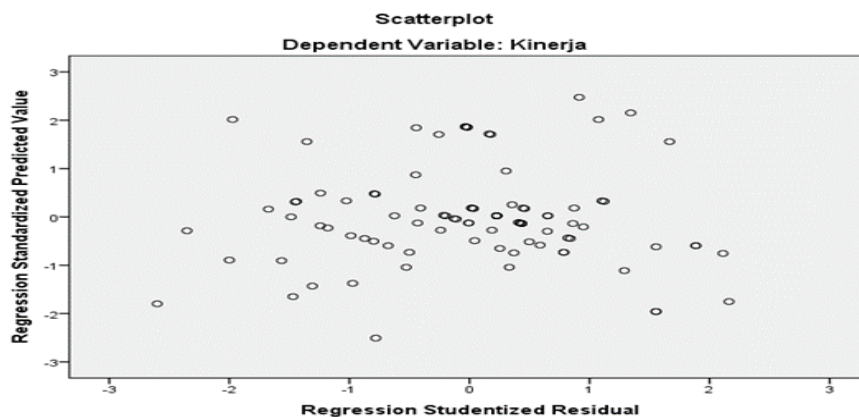
Figure 4.1. Multicollinearity Test Results
Source: SPSS 22 Output Results (2020)

From the Figure above, it appears that heteroscedasticity does not occur. First, the distribution of data points does not cause a specific pattern. Second, the data points are not collected only above or below. Third, the data points are scattered over, down, and around zero. Finally, the distribution of data points does not form a wavy pattern by widening, narrowing, then widening again. Therefore, a symptom of homoscedasticity and the non-heteroscedasticity requirements of the regression equation are met.

Multiple Linear Regression Test Results
The multiple linear regression equation to be formed is:

$$\hat{Y} = \alpha + \beta_1 X_1 + \beta_2 X_2$$

Description:
Y = Performance
α = Constant
X_1 = *Reward*
X_2 = Work Discipline
βi = Regression coefficient on each -Each independent variable

Table 4.7. Multiple Linear Regression Results
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.832	.207		4.024	.000
	Reward	.840	.110	.629	4.889	.000
	Work Discipline	.298	.295	.467	2.475	.003

a. Dependent Variable: Performance
Source: SPSS 22 Output Results (2020)

Based on the results of multiple linear regression, the estimation is obtained in the following equation:

$$Y = 0.832 + 0.840X1 + 0.298X2 + e$$

Explanation:
Constant or intercept of 0.832 (positive) means that performance will decrease if *Reward* and Work Discipline equal to zero / is considered cash and does not change so that the performance is 0.832. This fact emphasizes the importance of *Reward* and Work Discipline on Performance for Employees at PT. Ecoterra Multiplan.
Reward (X_1) has a positive value of 0.840, meaning that giving *reward* goodwill boost Employee Performance at PT. Ecoterra Multiplan.
Work Discipline (X_2) has a positive value of 0.298, which means giving Work Discipline, which effectively will boost Employee Work Discipline at PT. Ecoterra Multiplan.

Correlation And Determination Coefessient Test Results
Correlation analysis aims to see the extent of the relationship or closeness between the independent variables and the dependent variable. In this case, to see the relationship between the independent and dependent variables, each can be seen in the table *Summary Model*. The table summary of determination (r^2) is used to measure how far the ability of the independent variables together to contribute to or influence the dependent variable as follows:

Table 4.8. Correlation Coefficient and Determination
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.892[a]	.796	.787	.25935

a. Predictors: (Constant), Rewards, Work Discipline
Results Source: SPSS 22 Output Results (2020)

The table above explains that the correlation of *rewards* and work discipline gets a value of 0.796 which is included in the strong category; this also explains t; this wards and Work Discipline have a strong influence on Employee Performance of PT Ecoterra Multiplan. The determinative score of 0.787 or 78.9% affects employee performance, and other factors not examined by researchers influence the rest.

Partial Hypothesis Test Results (Test)
 In testing the regression coefficient, each module's effect on the dependent variable's effectiveness will be tested. The test statistic used in testing is the t-test. The table value used as a critical value in the t-test is 1,662 obtatestestm, the t table at $\alpha = 0.05$. The t-test statistical valt-tested in the test can be seen in the following table:

Table 4.9 Partial Hypothesis Test Results
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.832	.207		4.024	.000
	Reward	.840	.110	.629	4.889	.000
	Work Discipline	.298	.295	.467	2.475	.003

a. Dependent Variable: Performance

Source: SPSS 22 Output Results (2020)

Based on the table above, the following results are obtained:
For the variable Rewards (X the variable value is 4.889. Because t count> t table (1,662) then Ho is rejected and H_1 is accepted with a significant level of 0.000 <0.05, which means that *Rewards* have a significant effect on Employee Performance of PT Ecoterra Multipaln, this explains that if *rewards experience* changes, it will be proportion, alto changes that occur in employee performance.
For the Work Discipline variable (X2), the t value is 2.475. Because t count> t table (1,662), then Ho is rejected and H_1 is accepted with a significant level of 0.003 <0.05, which means that Work Discipline has a significant effect on the performance of PT Ecoterra Multiplan employees, this says that if employee work discipline is high, it will increase employee performance.

Hypothesis Simultaneoushypothesisults (Test F)
To determine the independent variables' effect collectively, the F-test was used, which obtained an f table of 2.71. The following are the results of simultaneous hypothesis testing:

Table 4.10 Results of Hypothesis Test Simultaneous
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.316	2	6.158	9.550	.000[b]
	Residual	3.161	47	.067		
	Total	5.477	49			

a. Dependent Variable: Performance
b. Predictors: (Constant), Rewards, Work Discipline
Source: Output SPSS 22 (2020)

From the above table results, *output* SPSS obtained from value for the variable *Reward* (X1) Work Discipline (X2) on the Performance of 9550 and the *p-value (Sig.)* Of 0.000. Because the value of t_{count} is greater than the value of t_{table} (9,550> 2.71) and a significance value of 0,000 <0.05, H_3 is accepted,

and H_0 is rejected, meaning that *rewards* and work discipline have an effect if the effect employees of PT. Ecoterra Multi pan has increased or decreased.

DISCUSSION
Of The Influence Of Rewards And Work Discipline On Employee Performance Simultaneously

This research was conducted to determine whether there is an effect of appreciation and work discipline on employee performance of PT Ecoterra Multiplan. This study tested 2 variables to find out how much they influence performance. From the results of hypothesis testing conducted by researchers, it is revealed that *Rewards* and Work Discipline have a significant effect on performance because fcount (9,550) is greater than the table (2.71), which means that performance will decrease if *Rewards* and Work Discipline have decreased, with an effect of 78.8 %.

This is in line with what was stated by Khaerunnisa (2020), which states that *rewards* and work discipline have a significant effect on employee performance partially or simultaneously.

The Effect Of Rewards And Work Discipline On Employee Performance Partially

Based on the results of the study through partial hypothesis testing, it explains that *Rewards* have a significant effect on employee performance because tcount (1,660) is greater than t table (4,889), which means that if *rewards* change, it will be directly proportional to changes that occur in the employee performance of PT Ecoterra Multiplan.

While the results of the partial hypothesis test research state that Work Discipline has a significant effect on employee performance because t (1,660) is greater than t table (2,475), which means that if work discipline has increased, it will be directly proportional to the increase in employee performance at PT. Ecoterra Multiplan. This is in line with what was stated by Tian Fauziah (2019) which explains that *reward* and work discipline partially have a significant effect on employee performance.

CONCLUSION

Based on the analysis carried out, conclusions can be drawn including the following:

Based on the results of the study partially states that Rewards have a significant effect on the Employee Performance of PT Ecoterra Multipaln, this explains that if rewards experience changes, it will be directly proportional to changes that occur in employee performance.

Based on the results of the study partially states that work discipline has a significant effect on the performance of PT Ecoterra Multiplan employees, this says that if the employee's work discipline is high, it will improve employee performance.

Based on the results of the study simultaneously states that rewards and work discipline affect the performance of PT employees. Ecoterra Multiplan, which means that performance will decrease if Rewards and Work Discipline decrease.

SUGGESTIONS

By observing the research that has been done, the writer tries to make several suggestions to be used as material for input for Chanel Atta Halillintar as follows:

PT Ecoterra Multipaln employees must be more able to pursue the company's target to get awards to company.

PT Ecoterra Multiplan employees must be able to improve further worth improve work discipline in terms of attendance furtherance maximum performance

Employees of PT. Ecoterra Multi pan must further improve its performance in terms of quality to be fast in achieving company goals.

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