
THE EFFECT OF COMPENSATION, LEADERSHIP STYLE AND WORK DISCIPLINE ON THE PERFORMANCE OF HOSPITAL EMPLOYEE IN UNITED STATES

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Abstract

This study aims to find out how Influence Compensation, Leadership Style and Work Discipline on the Performance of Hospital Employee In United States. Therefore the author is interested in taking the title "The Influence of Compensation, Leadership Style and Work Discipline on the Performance of Hospital Employee In United States. The results of testing the hypothesis using multiple regression analysis and t test show that: a ttable value of 2.048 is obtained. From this description it can be seen that tcount (2.591) > ttable (2.048), likewise with a significance value of $0.01 < 0.05$ then it can be concluded hypothesis first received, that is Compensation Variable (X1) positive and significant effect on Employee Performance Variable (Y). A ttable value of 2.048 is obtained. From this description it can be seen that tcount (0.016) < ttable (2.048), likewise with a significance value of $0.98 > 0.05$ it can be concluded hypothesis both rejected, meaning Leadership Style Variable (X2) has no effect on Employee Performance Variable (Y). A ttable value of 2.048 is obtained. From this description it can be seen that tcount (1.257) < ttable (2.048), and a significance value of $0.22 > 0.05$, it can be concluded that the third hypothesis is rejected, meaning Work Discipline Variable (X3) has no effect on Employee Performance Variable (Y). The Ftable value of 2.98 is obtained. From this description it can be seen that Fcount (9,470) > Ftable (2.98), and a significance value of $0,00 < 0,05$, it can be concluded that the fourth hypothesis is accepted, meaning that the Compensation Variable (X1), Leadership Style Variable (X2) and Work Discipline Variable (X3) have a positive and significant simultaneous effect on Work Discipline Variable (Y)

Keywords: Compensation, Leadership Style, Work Discipline, Employee Performance

INTRODUCTION

Human Resource Management is needed to organize and organize every employee in each field. One of these tasks is carried out by the personnel sector where it is assigned to manage employees in certain fields and organize them. In the era of globalization, the personnel sector has begun to play a broader role in the selection, training, placement or promotion of employees. Talking about public services and government agencies, is basically about how to maximize existing human resources to carry out the function of serving the community so that good governance is realized in related agencies.

In carrying out tasks and performance, employees are expected to be able to work well and maximize their abilities in carrying out their work. According to Bastian (2010: 2) states that performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission and vision of the organization contained in the formulation of a strategic scheme (strategic planning) of an organization. Based on the explanation above, performance is a result achieved by

someone in carrying out tasks based on skills, experience and sincerity as well as time according to predetermined standards and criteria.

The following is the performance carried out by the Hospital Employee In United States.

Table 1.1
Performance of 2019 Manpower Service Employees

STRATEGIC TARGET	PROGRAM TARGETS	TARGET	Completion percentage
Improving the quality of job seekers	Service Program Training	1 year	79%
Improving the welfare of workers and families	Education, Skills and Expertise Workers.	1 year	90%
Improving the quality of labor,	Human Resources Capacity Building Program.	1 year	57%
Harmonization of Policies for Improving the Community's Quality of Life	Policy Harmonization Program for Improving the Community's Quality of Life	1 year	69%

Source: Data Processed 2020

The table above explains how the work was carried out by the manpower office in polishing workers so that they can occupy a job and the progress of its development as measured in the past year.

According to Hasibuan (2017: 119) Compensation is all income in the form of money, direct or indirect goods received by employees as a reward for services provided to the company. Establishing an effective compensation system is an important part of human resource management because it helps attract and retain talented jobs. In addition, the company/agency compensation system has an impact on strategic performance. Therefore this study tries to explain how compensation is related to performance where compensation is expected by employees as one of fulfilling their needs at a sufficient level so that all work is done by employees properly.

The leadership style generally assumes that people's opinions are better than their own and that participation will lead to responsibility for its implementation. Another assumption is that participation provides opportunities for members to develop their employees so that employees can continue to be innovative and creative (Rivai, 2014). Democratic leaders are leaders who have the characteristics of good responsibility and cooperation, strength in the active participation of members, respecting every potential, and also utilizing each member according to their expertise. Democratic leaders are very good, what else is applied in organizations that have critical members. However, we see the practice in the field, this type of democratic leadership also has weaknesses. Especially if an organization consists of members who think critically. The fact of the leadership style explained here is that the pressure exerted by superiors on completing all work on time which is considered

as an authoritarian leadership style without support and motivation is something wrong, so a leader must be able to provide good work motivation for his employees. Work motivation will affect employees in carrying out their work processes within the company, so that a good leadership style will not guarantee the success of a company if employees do not have good motivation at work. Work motivation possessed by employees will measure the work loyalty given by an employee for the company where he works. A leader must be able to establish good communication with his employees. Not only that, but there are times when employees within the company also have to take part in the problems that are being experienced by the company.

According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. From the understanding of communication above, it can be concluded that communication is a process of sending and receiving messages that occur between sources and recipients and then produce an understanding that can affect one another. Related to the success of a company or organization, every communication process that takes place between individuals will produce influences that support the performance of employees. The research found one phenomenon, namely regarding the discipline of employees,.

LITERATURE REVIEWS

Compensation

Compensation is everything that employees receive as remuneration that is able to provide satisfaction to employees for the work that has been completed. Compensation is divided into two types of financial compensation and non-financial compensation. Inadequate compensation reduces employees' sense of organizational commitment, job satisfaction and work motivation (Fatimah, 2013:50). Compensation justice through job satisfaction can build organizational commitment and reduce employee turnover rates (Robert Coulson cited Rahayu, 2012: 79). It's not just compensation that can determine a company's success and maintain employee turnover rates,

Leadership Style

The leadership style generally assumes that people's opinions are better than their own and that participation will lead to responsibility for its implementation. Another assumption is that participation provides opportunities for members to develop their employees so that employees can continue to be innovative and creative (Rivai, 2014). These styles can vary on the basis of motivation, power or orientation towards a particular task or person. Among several leadership styles, there are positive and negative leaders, where the differences are based on the way and their efforts to motivate their subordinates. If the approach to giving motivation emphasizes rewards (both economic and non-economic) it means that a positive leadership style has been used. Conversely, if the approach emphasizes punishment or punishment, it means that he is applying a negative

leadership style. This second approach can produce acceptable results in many situations, but comes at a human cost.

Work Discipline

According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. From the understanding of communication above, it can be concluded that communication is a process of sending and receiving messages that occur between sources and recipients and then produce an understanding that can affect one another. Related to the success of a company or organization, every communication process that takes place between individuals will produce influences that support the performance of employees.

Performance

Performance refers to employee achievements as measured based on standards or criteria set by the company. The definition of work performance or performance is given a limit. as a person's success in carrying out a job. Bastian (2010: 2) states that performance is a description of the level of achievement of the implementation of an activity/program/policy in realizing the goals, objectives, mission and vision of the organization contained in the formulation of a strategic scheme (strategic planning) of an organization. So, performance is the willingness of a person or group of people to carry out activities or perfect them in accordance with their responsibilities with the expected results.

METHODS

Data Types and Sources

a. Data Type

1) Quantitative Data

Quantitative data according to Sugiyono (2015: 190) is data in the form of numbers or qualitative data that is numbered.

b. Data source

1) Primary Data

Primary data is a data source that directly provides data to data collectors. In this study, primary data is in the form of data from questionnaires and interviews conducted by researchers. Sugiyono (2012: 193)

Data collection technique

The data collection technique used is by:

1. Questionnaire

The processing of data in this study uses a Likert Scale. According to Sugiyono (2013: 132) "Likert scale is used to measure attitudes, opinions and perceptions of a person or

group of people about social phenomena". which has been filled in by the respondent needs to be scored. The following is the weight of the rating on the Likert scale.

Table 3.2
Rating Weight

Statement	Positive Score
Strongly Agree / Always	Score 5
Agree/Often	Score 4
Doubtful/Sometimes/Normally	Score 3
Don't agree	Score 2
Strongly Disagree	Score 1

Source: Sugiyono (2012:94)

2. Interview

According to Sugiyono (2015: 231) interviews are a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be studied, but also if the researcher wants to know things from respondents that are more in-depth.

3. Library Studies

Literature study, according to Nazir (2013) data collection technique by conducting a review study of books, literature, notes, and reports that have to do with the problem being solved

RESULTS AND DISCUSSION

Instrument Test

1. Validity test

Validity testing uses SPSS version 25 for windows with criteria based on the calculated r value as follows:

- If $r \text{ count} > r \text{ table}$ or $- r \text{ count} < - r \text{ table}$ then the statement is declared valid.
- If $r \text{ count} < r \text{ table}$ or $- r \text{ count} > - r \text{ table}$ then the statement is declared invalid.

This test was carried out on 30 respondents, then $df = 30-3 = 27$, with $\alpha = 5\%$, an r table value of 0.367 was obtained (Ghozali, 2016), then the calculated r value would be compared with the r table value as shown in table 4.6 below :

Table 4.6 Validity Test Results

Compensation			
Statement	rcount	rtable	validity
1	0.790	0.367	Valid
2	0.577	0.367	Valid
3	0.759	0.367	Valid
Leadership Style Variables			
Statement	rcount	rtable	validity
1	0.766	0.367	Valid
2	0.722	0.367	Valid
3	0.643	0.367	Valid
4	0.672	0.367	Valid
Work Discipline Variables			
Statement	rcount	rtable	validity
1	0.876	0.367	Valid
2	0.794	0.367	Valid
3	0.669	0.367	Valid
4	0.608	0.367	Valid
Employee Performance Variables			
Statement	rcount	rtable	validity
1	0.710	0.367	Valid
2	0.646	0.367	Valid
3	0.604	0.367	Valid

Source: Data processed from attachment 3 (2020)

Table 4.6 shows that all statement points, both the Compensation variable (X1), Leadership Style (X2), Work Discipline Variable (X3), and Employee Performance Variable (Y) have a higher r count value than the r table value so that it can be concluded that all statement of each variable declared valid.

2. Reliability Test

Reliability is an index that shows the extent to which a measuring device can be trusted or relied on. According to Sugiyono (2013) A factor is declared reliable if the Cronbach Alpha is greater than 0.6. Based on the results of data processing using SPSS 25 for windows, the following results are obtained:

Table 4.7 Reliability Test Results

Variable	Cronbach Alpha	Constant	Reliability
X1 compensation	0.748	0.6	Reliable
Leadership Style X2	0.620	0.6	Reliable
Work Discipline X3	0.766	0.6	Reliable
Y Employee Performance	0.736	0.6	Reliable

Source: Data processed from attachment 3 (2020)

Based on the reliability test using Cronbach Alpha, all research variables are reliable/reliable because Cronbach Alpha is greater than 0.6, so the results of this study

indicate that the measurement tools in this study have fulfilled the reliability test (reliable and can be used as a measuring tool).

Classic assumption test

The testing of the classical assumptions with the SPSS 25 for windows program carried out in this study includes:

1. Normality test

The Normality Test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphics and statistics.

The normality test for the graphical method uses the normal probability plot, while the normality test for the statistical method uses the one sample Kolmogorov Smirnov test. The normality test using the graphical method can be seen in the following figure:

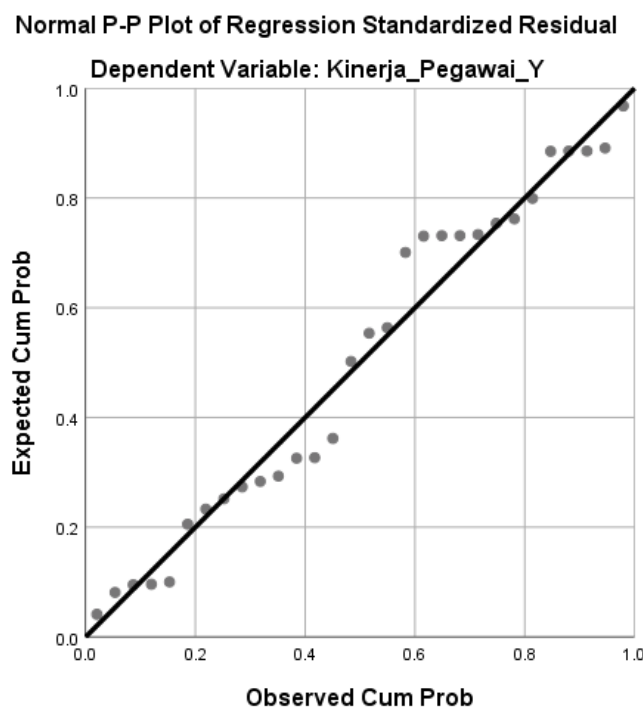


Figure 4.3 Normal P Plot

Data that is normally distributed will form a straight diagonal line and residual data plotting will be compared with the diagonal line, if the residual data distribution is normal then the line that describes the actual data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 4.8 Test One Sample Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals	
N		30	
Normal Parameters, b	Means	.0000000	
	std. Deviation	.88346445	
Most Extreme Differences	absolute	.144	
	Positive	.116	
	Negative	-.144	
Test Statistics		.144	
asyp. Sig. (2-tailed)		.112c	
Monte Carlo Sig. (2-tailed)	Sig.	.600d	
	99% Confidence Intervals	LowerBound	.370
		Upperbound	.830

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Based on 30 sampled tables with a starting seed of 2000000.

Source: Data processed from attachment 4 (2020)

From the output in table 4.8 it can be seen that the significance value (Monte Carlo Sig. Lower Bound) of all variables is 0.600. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

2. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study was seen from the tolerance value or variance inflation factor (VIF). The calculation of the tolerance value or VIF with the SPSS 25 for windows program can be seen in Table 4.9 below:

Table 4.9 Multicollinearity Test Results

		Coefficients ^a					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF
		B	std. Error	Betas				
1	(Constant)	4,223	2,237		1888	.070		
	Compensation_X1	.456	.176	.551	2,591	.015	.407	2,457
	Gaya_Leadership_X2	.003	.166	.003	.016	.987	.624	1,602
	Discipline_Work_X3	.143	.114	.227	1,257	.220	.562	1,778

a. Dependent Variable: Performance_Employee_Y

Source: Data processed from attachment 4 (2020)

Based on table 4.9 it can be seen that the tolerance value of the Compensation Variable (X1) is 0.407, the Leadership Style Variable (X2) is 0.624, the Work Discipline Variable (X3) is 0.562, all of which are greater than 0.10 while the VIF value of the Compensation Variable (X1) is 2.457, Leadership Style Variable (X2) is 1.602, Work Discipline Variable (X3) is 1.778, all of which are less than 10. Based on the calculation results above it can be seen that the tolerance value of all independent variables is greater than 0, 10 and the VIF values of all independent variables are also less than 10 so that there are no correlation symptoms in the independent variables. So it can be concluded that there are no symptoms of multicollinearity between independent variables in the regression model.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one that has homoscedasticity or does not have heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is with the Glejser test, in the glejser test, if the independent variable is statistically significant in influencing the dependent variable then there is an indication of heteroscedasticity occurring. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).

The results of data processing using SPSS 25.00 show the results in the following table:

Table 4.10 Glejser Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	1,004	1,074		.935	.358
	Compensation_X1	.035	.084	.127	.415	.682
	Gaya_Leadership_X2	-.043	.080	-.134	-.545	.590
	Discipline_Work_X3	.003	.055	.015	.057	.955

a. Dependent Variable: Abs_RES

Source: Data processed from attachment 4 (2020)

Based on the test above, the significance value of compensation is greater than 0.05 (5%), namely 0.682, testing the significance value of leadership style is greater than 0.05 (5%), namely 0.590, testing the significance value of work discipline is greater than 0.05 (5%), namely 0.955, there is no indication of heteroscedasticity.

Multiple Linear Regression Testing

Multiple linear regression testing explains the large role of the Compensation Variable (X1), Leadership Style Variable (X2), Work Discipline Variable (X3) to Employee

Performance Variable (Y). Data analysis in this study used multiple linear regression analysis using SPSS 25 for windows. The analysis of each variable is explained in the following description:

Table 4.11 Multiple Linear Regression Results

		Unstandardized		Standardized			Collinearity	
		Coefficients		Coefficients			Statistics	
Model		B	std. Error	Betas	t	Sig.	tolerance	VIF
1	(Constant)	4,223	2,237		1888	.070		
	Compensation_X1	.456	.176	.551	2,591	.015	.407	2,457
	Gaya_Leadership_X2	.003	.166	.003	.016	.987	.624	1,602
	Discipline_Work_X3	.143	.114	.227	1,257	.220	.562	1,778

a. Dependent Variable: Performance_Employee_Y

Source: Data processed from attachment 4 (2020)

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b_1X_1 + b_2X_2 + \varepsilon$, so that the equation is obtained: $Y = 4.223 + 0.456X_1 + 0.003X_2 + 0.143X_3$

The description of the multiple linear regression equation above is as follows:

1. A constant value (a) of 4.223 indicates the magnitude of the Employee Performance Variable (Y) if the Compensation Variable (X1), Leadership Style Variable (X2) and Work Discipline Variable (X3) are equal to zero.
2. The regression coefficient value of the Compensation Variable (X1) (b1) is (0.456) indicating the magnitude of the role of the Compensation Variable (X1) on the Employee Performance Variable (Y) assuming the Leadership Style Variable (X2) and Work Discipline Variable (X3) are constant. This means that if the Compensation Variable factor (X1) increases by 1 unit value, it is predicted that the Employee Performance Variable (Y) will increase by (0.456) unit value assuming the Leadership Style Variable (X2) and Work Discipline Variable (X3) are constant.
3. The regression coefficient value of the Leadership Style Variable (X2) (b2) is (0.482) indicating the large role of the Leadership Style Variable (X2) on Employee Performance Variable (Y) assuming the Compensation Variable (X1) and Work Discipline Variable (X3) are constant. This means that if the Leadership Style Variable factor (X2) increases by 1 unit value, it is predicted that the Employee Performance Variable (Y) will increase by (0.482) value units assuming the Compensation Variable (X1) and Work Discipline Variable (X3) are constant.
4. The regression coefficient value of the Work Discipline Variable (X3) (b3) is (0.003) indicating the large role of the Work Discipline Variable (X3) to the Employee Performance Variable (Y) assuming the Compensation Variable (X1) and Leadership Style Variable (X2) are constant. This means that if the Work Discipline Variable factor (X3) increases by 1 value unit, it is predicted that the Employee Performance

Variable (Y) will increase by (0.003) unit value assuming the Compensation Variable (X1) and Leadership Style Variable (X2) are constant.

Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. In other words, the value of the determinant coefficient is used to measure the magnitude of the contribution of the studied variables X and Y as the dependent variable.

The greater the value of the coefficient of determination, the better the ability of variable X to explain variable Y. If the determination (R2) is greater (close to 1), then it can be said that the influence of variable X is large on variable Y. The formula for the coefficient of determination is as follows:

This shows that the model used is getting stronger to explain the effect of variable X on variable Y. Conversely, if the determination (R2) is smaller (closer to zero), it can be said that the effect of variable X on variable Y is smaller. This shows that the model used is increasingly not strong enough to explain the effect of variable X on variable Y.

The value used in viewing the coefficient of determination in this study is in the adjusted R square column. This is because the value of the adjusted R square is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 4.12 below:

**Table 4.12 Coefficient of Determination
Summary model b**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.723a	.522	.467	.933	2,730

a. Predictors: (Constant), Discipline_Work_X3, Style_Leadership_X2, Compensation_X1

b. Dependent Variable: Performance_Employee_Y

Source: Data processed from attachment 4 (2020)

Based on table 4.12, it can be seen that the adjusted R square value is 0.467 or 46.7%. This shows that the Compensation Variable (X1), Leadership Style Variable (X2) and Work Discipline Variable (X3) can explain Employee Performance Variable (Y) of 46.7%, the remaining 53.3% (100% - 46.7%) is explained by other variables outside this research model such as work motivation, morale and work status.

Hypothesis testing

1. t test (Partial)

The t statistical test is also known as the individual significance test. This test shows how far the influence of the independent variables partially on the dependent variable.

In this study, partial hypothesis testing was carried out on each independent variable as shown in Table 4.13 below:

Table 4.13 Partial Test (t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	std. Error	Betas			tolerance	VIF
1	(Constant)	4,223	2,237		1888	.070		
	Compensation_X1	.456	.176	.551	2,591	.015	.407	2,457
	Gaya_Leadership_X2	.003	.166	.003	.016	.987	.624	1,602
	Discipline_Work_X3	.143	.114	.227	1,257	.220	.562	1,778

a. Dependent Variable: Performance_Employee_Y

Source: Data processed from attachment 4 (2020)

a. Hypothesis Test Effect of Compensation Variable (X1) on Employee Performance Variable (Y)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig value. > 0.05
- 2) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

From table 4.13, a tcount value of 2.591 is obtained with $\alpha = 5\%$, ttable (5%; 30-2=28) obtained a ttable value of 2.048. From this description it can be seen that tcount (2.591) $>$ ttable (2.048), as well as the value a significance of 0,01 $<$ 0.05 then it can be concluded hypothesis first received, that is Compensation Variable (X1) positive and significant effect on Employee Performance Variable (Y).

b. Hypothesis Test of the Effect of Leadership Style Variable (X2) on Employee Performance Variable (Y)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig value. > 0.05
- 2) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

Table 4.13 obtains a tcount value of 0.016 With $\alpha = 5\%$, ttable (5%; 30-2=28) a ttable value of 2.048 From this description it can be seen that tcount (0.016) $<$ ttable (2.048), as well as the value a significance of 0,98 $>$ 0.05 it can be concluded hypothesis both rejected, meaning Leadership Style Variable (X2) has no effect on Employee Performance Variable (Y).

c. Hypothesis Testing the Effect of Work Discipline Variable (X3) on Employee Performance Variable (Y), the form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- 1) Accept, If $t_{count} > t_{table}$ or $-t_{count} > -t_{table}$ or Sig value. < 0.05
- 2) Reject, If $t_{count} < t_{table}$ or $-t_{count} < -t_{table}$ or Sig. > 0.05

From table 4.13, the tcount value is obtained 1.257. With $\alpha = 5\%$, ttable (5%; 30-2 = 28) obtained a ttable value of 2.048. From this description it can be seen that tcount (1.257) < ttable (2.048), and a significance value of 0.22 > 0.05, it can be concluded that the third hypothesis is rejected, meaning Work Discipline Variable (X3) has no effect on Employee Performance Variable (Y).

2. F Test (Simultaneous)

This test basically shows whether all the independent variables included in this model have a joint effect on the dependent variable. The results of the F test can be seen in table 4.14 below:

Table 4.14 Simultaneous Test Results (F)

		ANOVAa				
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	24,732	3	8,244	9,470	.000b
	residual	22,635	26	.871		
	Total	47,367	29			

a. Dependent Variable: Performance_Employee_Y

b. Predictors: (Constant), Discipline_Work_X3, Style_Leadership_X2, Compensation_X1

Source: Data processed from attachment 4 (2020)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- a) If the calculated F value > F table or Sig. < 0.05 then Ha is accepted and H0 is rejected.
- b) If the calculated F value < F table or Sig. > 0.05 then Ha is rejected and H0 is accepted.

From table 4.14, the Fcount value is obtained 9,470. With $\alpha = 5\%$, dk quantifier: 3, dk denominator: 30-3-1 (5%; 3; 26) the Ftable value is 2.98. From this description it can be seen that Fcount (9,470) > Ftable (2.98), and a significance value of 0,00 < 0.05, it can be concluded that the fourth hypothesis is accepted, meaning that the Compensation Variable (X1), Leadership Style Variable (X2) and Work Discipline Variable (X3) have a positive and significant effect together (simultaneously) on Employee Performance Variable (Y).

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

- 1. Based on the results of the study, the researchers concluded that compensation on Hospital Employee In United States is descriptively in the high classification or in the good category. It

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can be seen from the compensation variable (X1) has a significant effect on employee performance (Y). In theory Compensation is necessary to improve good employee performance when employee performance is declining with proper compensation will be able to improve employee performance.

2. Based on the results of the study, the researchers concluded that leadership style on Hospital Employee In United States is descriptively in the low classification or has no significant effect on employee performance. Where leadership style (X2) no significant effect on employee performance (Y). Increase leadership style can be done by paying attention to and fulfilling the needs of good employees so that it will be able to significantly influence the leadership style.
3. Based on the results of the study, the researchers concluded that work discipline on Hospital Employee In United States is descriptively in the low classification or has no significant effect on employee performance. Where work discipline (X3) no significant effect on employee performance (Y). Increase work discipline can be done by paying attention to and fulfilling the needs of good employees so that it will be able to significantly influence the work discipline.
4. Based on the results of the study, the researchers concluded that compensation, leadership style and work discipline are shown to the head Hospital Employee In United States is descriptively in the high classification or well received. It can be seen from the compensation (X1), leadership style (X2) and work discipline (X3), which affect simultaneously or simultaneously on employee performance (Y).

Suggestions

To perfect this research, there are several additional aspects proposed in the suggestions in this study, namely as follows:

1. Further research is suggested to consider variables not examined in this study.
2. It is recommended for future researchers to expand the scope of research objects, for example in the scope of provincial or national governments throughout United States.
3. Expected on Employee at the Hospital Employee In United States to always maintain employee performance, and this research should be used as a strategy or as material for consideration so that Hospital Employee In United States pays attention to employee performance in carrying out work. This means that the Tebing Tinggi Employment Service continues to maintain good compensation, leadership style and work discipline. This is so that employee performance increases.
4. It is recommended for future researchers to expand the scope of the research object so that the results of this study will be later can contribute ideas, information and materials for consideration to Hospital Employee In United States in determining policies, in making compensation strategies, leadership styles and work discipline so that agencies are able to improve employee performance.

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