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THE EFFECT OF SUPERVISION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE WITH COMPENSATION AS AN INTERVENING VARIABLE IN PUBLIC WORKS DEPARTMENT AND SPATIAL MANAGEMENT OF THE CITY OF BINJAI

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Abstract

This research uses associative quantitative research. The data source used is primary data. This research was conducted at the Office of Public Works and Spatial Planning in Binjai City. The population of this study was 79 employees. and the measuring tool is samrt pls version 3.3.3. This research was conducted to see the effect of supervision and work discipline on employee performance with compensation as an intervening variable. The results of this study are that Work Discipline has no significant positive effect on Employee Performance. Work Discipline has no significant positive effect on Compensation. Compensation has a positive and significant effect on employee performance. Supervision has no significant positive effect on employee performance. Supervision has a positive and significant effect on Compensation. Work Discipline has no significant positive effect on Employee Performance through Compensation. Supervision has a positive and significant effect on Employee Performance through Compensation.

Keywords: *Supervision, Work Discipline, Compensation, Employee Performance*

INTRODUCTION

Supervision is an action taken to guard against problems and discipline employees to always do their job and with supervision can make the organization run well and avoid big mistakes for employees whose behavior is not good with supervision employees can do work with discipline and with employees too able to discipline employees at work and build good employee performance. Improving employee performance, including by paying attention to supervision from superiors to employees. Supervision is an action or activity carried out by the leadership to find out whether the course of work and the results are in accordance with the plan. Performance is also greatly affected by the level of supervision during working hours.

According to Siagian (2018), supervision is the process of observing all activities in the organization so that it can be guaranteed that the activities they carry out are in accordance with a predetermined plan. Employees as people who think, plan and implement something in development, then the development is required to have a high level of effectiveness. Discipline is a person's awareness and willingness to obey all government regulations according to social norms that apply without coercion. (Hasibuan, 2014). In another opinion, Discipline According to Singodimedjo (2018), discipline is an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him. Meanwhile, according to Tohardi (2014), discipline is a driving force for employees.

Compensation is one of the important things in advancing the company which is everything that employees receive in lieu of employee service contributions in the company where employees work. Compensation is divided into two, namely, financial and non-financial compensation. Financial compensation consists of wages/salaries, bonuses, benefits and facilities, while non-financial compensation consists of training and

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development and work environment. Hasibuan (2016) states that performance is a work result achieved by a person in carrying out the tasks assigned to him based on skill, experience and sincerity as well as time. Performance is a combination of three important factors, namely the ability of a worker's interest, ability and acceptance of the explanation of task delegation, and the role and level of motivation of a worker. Performance appraisal is "a system through which an organization evaluates or assesses employee performance according to their respective performance to the company" (Handoko, 2016). This system aims to motivate employees to improve performance. Therefore, good performance is not only beneficial for individuals, but also institutions or organizations and the community will benefit. The phenomenon that occurs at the Office of Public Works and Spatial Planning in Binjai City is employee indiscipline towards work and working hours, and during the morning assembly many employees are deliberately late so as not to attend the morning assembly and there are also employees who do not attend the morning assembly and prefer to hang out in a coffee shop,

LITERATURE REVIEW

Supervision

According to Effendi (2014) argues that supervision is the most essential function of management, no matter how good work activities are without supervision, the work cannot be said to be successful. According to Handoko (2016) explains that "Supervision is a systematic effort to set implementation standards with planning objectives, design feedback information systems, compare real activities with predetermined standards, determine and measure deviations and take appropriate corrective actions." necessary to ensure that all company resources are used in an effective and efficient way in achieving company goals.

Monitoring Indicator

The indicators of work supervision according to Handoko (2016) are as follows:

1. Accurate Information, namely regarding the implementation of information must be accurate, inaccurate data from the monitoring system can cause the organization to take wrong corrective actions or even create problems that do not exist or are new.
2. Timely i.e. Information must be collected, submitted and evaluated as soon as possible if corrective activities are to be carried out.
3. Objective and thorough, namely information must be easy to understand and be objective and complete.
4. Focus on control points where the control system strategy should focus on areas where deviations from standards are most common or will cause the most fatal damage.
5. Economically realistic. The cost of implementing a control system must be lower or at least equal to the benefits derived from the system.
6. Organizational realistic. The monitoring system must match or be in harmony with the realities that exist in the organization.
7. Coordination with organizational workflow, namely control information must be coordinated with work flow within the organization, because each stage of the work process can affect access or failure and the overall operation of control information must reach all personnel who need it.
8. Flexible, i.e. supervision must have the flexibility to respond or react to threats or opportunities from the environment.

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9. It must be indicative, and the operational control system must be effective, it must show either the detection or deviation from the standard, what corrective action should be taken.
10. Accepted by members of the organization. Where the supervisory system must be able to direct the implementation of the work of members or employees of the organization by encouraging feelings of autonomy, responsibility and achievement.

Work Discipline

According to Hasibuan (2016) work discipline is a person's ability to work regularly, diligently continuously and work according to applicable rules by not violating predetermined rules. Afandi (2018) argues that work discipline is an order or regulation made by the management of an organization, ratified by the board of commissioners or capital owners, agreed upon by the union and known by the Manpower Office so that people who are members of the organization are subject to the rules. exist with pleasure, so that it is created and formed through a process of a series of behaviors that show the values of obedience, obedience, order, and order.

Work Discipline Indicator

Based on the previous description, the indicators of work discipline are explained as follows. According to Hasibuan (2016) there are several indicators of employee discipline, namely:

1. Goals and abilities Goals and abilities also affect the level of employee discipline that is achieved must be clear and set ideally and enough to challenge the abilities of employees. The work assigned to the employee must be in accordance with the ability of the employee concerned, so that he is more serious and has good discipline to carry it out. But if the work is beyond his ability, then the work will not be in accordance with his wishes. So the sincerity and discipline of employees is low.
2. Exemplary leadership Exemplary leadership plays a very important role in determining employee discipline because leaders are made role models and role models by their subordinates. Leaders must set a good example, have good discipline, be honest, and be in accordance with words and deeds. With an example of a good leader, the discipline of subordinates will also be good. But if the example is not good (lack of discipline), then the subordinates are also not good.
3. Remuneration Remuneration (salary and welfare) also affects employee discipline towards work. If the employee's love for work is getting better, then their discipline will be getting better too. Because with appropriate wages for the workload borne, employees will feel satisfied in terms of work and also satisfaction of needs.
4. Fairness Fairness contributes to the realization of employee discipline, because ego and human nature always feel that they are important and ask to be treated the same as other humans. A capable leader always tries to behave towards all his subordinates. Because they realize that good justice will also create good discipline.
5. Supervision Supervision is a real and effective action to prevent and detect errors, correct errors, maintain discipline, improve work performance, activate the roles of superiors and subordinates, explore the most effective work systems, and create a good internal control system in supporting the realization of agency goals, employees, and society.
6. Legal Sanctions Law plays an important role in maintaining employee discipline because of legal sanctions, employees are increasingly afraid of breaking the rules, the attitude and behavior of employee discipline will decrease.

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7. The firmness of the leadership in taking action will affect employee discipline, the leader must be brave and firm in acting to punish every disciplinary employee in accordance with the established legal sanctions.
8. Human relations Harmonious human relations among fellow employees help create good discipline in every office.

Compensation

According to Moekijat (2016) "compensation is remuneration paid for the services of employees, workers, hours or employees who are not carrying out supervision and administration". According to Simamora (2015), compensation is financial rewards and intangible services and benefits received by employees as part of an employment relationship.

Compensation Indicator

According to Simamora (2015) compensation indicators are

1. Wages and Salaries
2. Incentive
3. Allowances
4. Facility

Performance

According to Afandi (2018) Performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, does not violate the law and does not conflict with morals and ethics. According to Mangkunegara (2009) the notion of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Wibowo (2010) Performance is the implementation of the plans that have been prepared. Performance implementation is carried out by human resources who have the ability, competence, motivation, and interest.

Performance Indicator

According to Afandi (2018) employee performance indicators are as follows:

1. Quantity of work results All kinds of units of measurement related to the amount of work that can be expressed in numbers or other numerical equivalents.
2. Quality of work All kinds of units of measurement related to quality or quality of work can be expressed in numbers or other numerical equivalents.
3. Efficiency in carrying out tasks. Multiple resources wisely and in a cost-effective manner.
4. Work discipline Comply with applicable laws and regulations.
5. Initiative The ability to decide and do the right thing without being told, being able to find out what should be done about something around us, trying to keep moving to do things even though things are getting more difficult.
6. Accuracy The level of suitability of the results of work measurements whether the work has reached its goals or not.
7. Leadership The process of influencing or giving examples by leaders to their followers in an effort to achieve organizational goals.
8. Honesty One of human nature that is quite difficult to apply.

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9. Creativity Mental processes that involve the generation of ideas or that involve the generation of ideas.

METHOD

The type of research that will be used is quantitative associative (Sugiyono, 2017). This research was conducted at the Public Works and Spatial Planning Office, Jl.MT.Haryonto No.8 Kelurahan Kebun Lada, North Binjai District, Binjai City. According to Sugiyono (2017), population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then the conclusion is drawn that the population used is 79 employees. According to Sugiyono (2017), the sample is part of the number and characteristics possessed by the population. In this study the sampling technique used was saturated sample technique, which involved all respondents to become the sample, meaning that the sample to be used was 79 employees.

Data analysis in this study used Partial Least Square (PLS) based Structural Equation Modeling (SEM) using SmartPLS 3.3.3 software. PLS is a method of solving Structural Equation Modeling (SEM) which has advantages over other SEM techniques. SEM has a higher degree of flexibility in research that links theory and data, and is capable of carrying out path analysis with latent variables, so it is often used by researchers who focus on social sciences. PLS is a component- or variant-based structural equation model (SEM).

Measurement Model (Outer Model)

The procedure for testing the measurement model consists of a validity test and a reliability test.

1. Validity test

   The validity test is used to assess whether or not a questionnaire is valid. A questionnaire is said to be valid if the questionnaire questions are able to reveal something that is measured by the questionnaire. Validity testing is applied to all question items in each variable. There are several stages of testing that will be carried out, namely through convergent validity and discriminant validity tests.

   a. Convergent Validity

      At this stage, it will be seen how big the correlation is between the indicators and their latent constructs. So that it produces a loading factor value. The loading factor value is said to be high if the component or indicator correlates more than 0.70 with the construct you want to measure. However, for research at the early stages of development, a loading factor of 0.5 to 0.6 is considered sufficient (Ghozali, 2012). In addition, at this stage it is seen how much value each variable has. So that it produces an AVE (Average Variance Extracted) value. The AVE value is said to be high if it has a value of more than 0.5. If there is an AVE value of less than 0.5, then there is still an invalid indicator. (Ghozali, 2012).

   b. Discriminant Validity

      This validity test explains whether the two variables are sufficiently different from one another. The discriminant validity test can be fulfilled if the correlation value of the variable to the variable itself is greater than the correlation value of all other variables. This value is called Fornell Lacker. Besides that, another way to fulfill the discriminant validity test can be seen in the cross loading value (how much is the correlation value between indicators that measure variables). The cross loading value is acceptable if the

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cross loading value of each variable statement item to the variable itself is greater than the correlation value of the statement item to other variables (Ghozali, 2012).

2. Reliability Test

   In general, reliability is defined as a series of tests to assess the reliability of statement items. The reliability test is used to measure the consistency of measuring instruments in measuring a concept or measuring the consistency of respondents in answering statement items in questionnaires or research instruments. To measure the level of reliability of research variables in PLS, you can use the value of the alpha coefficient or Cronbach's alpha and composite reliability). Cronbach's alpha value is suggested to be greater than 0.7 and composite reliability is also suggested to be greater than 0.7. (Now, 2014)

Structural Model (Inner Model)

This test was conducted to determine the relationship between exogenous and endogenous constructs which has become a hypothesis in this study (Hair et al., 2017). To produce inner model test values, steps in SmartPLS are carried out using the bootstrapping method. The structural model is evaluated using the R-square for the dependent variable, the Stone-Geisser Q-square test for predictive elevation and the t test and the significance of the structural path parameter coefficients with the following explanation:

1. Coefficient of Determination / R Square (R2)

   In assessing the model with PLS begins by looking at the R-square for each dependent latent variable. The interpretation is the same as the interpretation of regression. Changes in the R-square value can be used to assess the effect of certain independent latent variables on the dependent latent variable whether it has a substantive effect (Ghozali, 2012). The value of R2 is generally between 0 and 1.
2. Predictive Relevance (Q2)

   This test is used to measure how well the observed values are generated by the model and also the parameter estimates. If the Q2 value is greater than 0, it indicates that the model has predictive relevance, which means it has a good observation value, whereas if the value is less than 0, it indicates that the model does not have predictive relevance (Ghozali, 2014).
3. t-Statistics

   at this stage it is used for hypothesis testing, namely, to determine the significance of the relationship between variables in research using the bootstrapping method. In the full Structural Equation Modeling model besides confirming the theory, it also explains whether or not there is a relationship between latent variables (Ghozali, 2012). The hypothesis is said to be accepted if the t statistic value is greater than the t table. According to (Latan and Ghozali, 2012) the criteria for a t table value of 1.96 with a significance level of 5%
4. Path Coefficient (Path Coefficient)

   This test is used to determine the direction of the relationship between variables (positive/negative). If the value is 0 to 1, then the direction of the relationship between variables is positive. Meanwhile, if the value is 0 to -1, then the direction of the relationship between variables is declared negative.
5. Fit models

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This test is used to determine the level of suitability (fit) of the research model with the ideal model for this study, by looking at the NFI value in the program. If the value is closer to 1, the better (good fit).

RESEARCH RESULT

Evaluation of the Measurement Model (Outer Model)

Convergent Validity

Convergent validity can be seen from the value of the loading factor (λ). The loading factor describes the magnitude of the correlation between each measurement item (indicator) and its construct (latent variable). The value of loading factor/outer loading above 0.7 can be said to be ideal, meaning that the indicator is said to be significant as an indicator that measures constructs (latent variables). However, a loading factor value above 0.5 is acceptable. To obtain the value of convergent validity, it can be seen through the outer loading values on the variables and their indicators.

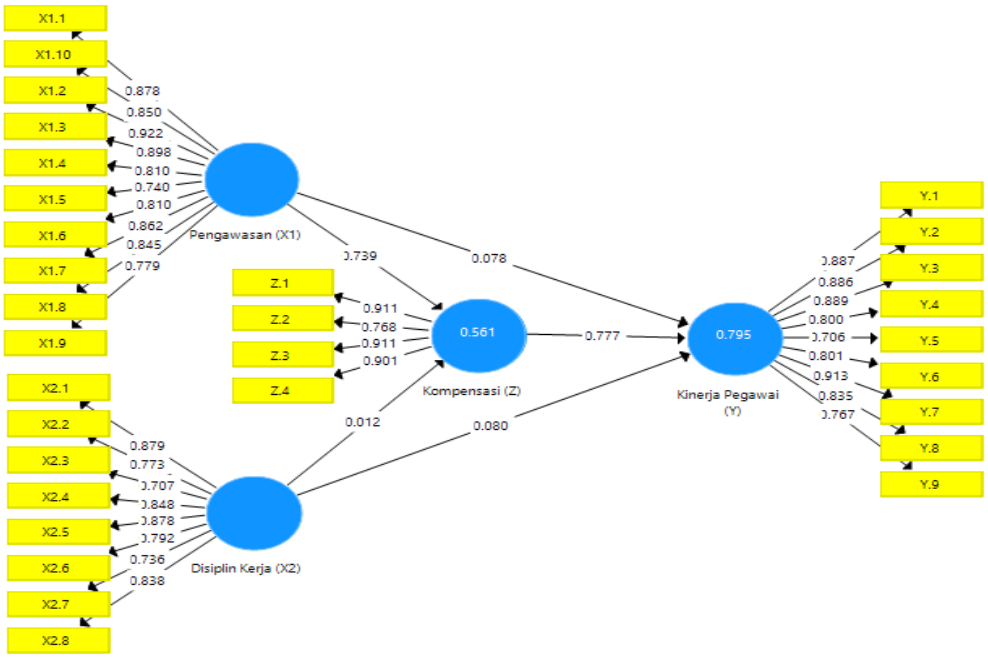

Figure 1. Outer Model
Source: Smart PLS 3.3.3

The Smart PLS output for the loading factor gives the results in the following table: Outer Loadings. In this study there are equations, and the equation consists of two substructures for substructure 1.

Z = b1X1 + b2X2 + e1
Z = 0.012 + 0.739 + e1
For substructure 2
Y = b3X1 + b4X2 + b5Z + e2
Y = 0.078 + 0.080 + 0.777 + e2

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Table 1. Outer Loadings

	Work Discipline (X2)	Employee Performance (Y)	Compensation (Z)	Surveillance (X1)
X1.1				0.878
X1.10				0.850
X1.2				0.922
X1.3				0.898
X1.4				0.810
X1.5				0.740
X1.6				0.810
X1.7				0.862
X1.8				0.845
X1.9				0.779
X2.1	0.879			
X2.2	0.773			
X2.3	0.707			
X2.4	0.848			
X2.5	0.878			
X2.6	0.792			
X2.7	0.736			
X2.8	0.838			
Y. 1		0.887		
Y.2		0.886		
Y.3		0.889		
Y.4		0.800		
Y.5		0.706		
Y.6		0.801		
Y.7		0.913		
Y. 8		0.835		
Y.9		0.767		
Z. 1			0.911	
Z. 2			0.768	
Z. 3			0.911	
Z. 4			0.901	

Source: Smart PLS 3.3.3

Table 1 above shows the outer loading value of all variables having a value above 0.6, so all the indicators above are declared valid and suitable for research.

Discriminant Validity

Discriminant validity is used to test whether the indicators of a construct are not highly correlated with indicators from other constructs. If the construct's correlation with measurement items is greater than the size of the other constructs, it will show that the latent construct predicts the size of the block better than the size of the other blocks. . The loading

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factor value above 0.70 is declared valid as an indicator that measures constructs. But for research in the early stages of developing a measurement scale, a loading value of 0.50 to 0.60 is considered sufficient (Ghozali and Latan, 2015).

Table 2. Cross Loading Value

	Work Discipline (X2)	Employee Performance (Y)	Compensation (Z)	Surveillance (X1)
X1.1	0.716	0.571	0.594	0.878
X1.10	0.620	0.609	0.672	0.850
X1.2	0.766	0.686	0.756	**0.922**
X1.3	0.733	0.640	0.688	0.898
X1.4	0.755	0.593	0.651	0.810
X1.5	0.540	0.521	0.537	0.740
X1.6	0.806	0.654	0.592	0.810
X1.7	0.728	0.663	0.596	0.862
X1.8	0.683	0.659	0.614	0.845
X1.9	0.586	0.471	0.563	0.779
X2.1	**0.879**	0.565	0.566	0.734
X2.2	0.773	0.504	0.495	0.626
X2.3	0.707	0.403	0.399	0.569
X2.4	0.848	0.512	0.486	0.665
X2.5	0.878	0.509	0.461	0.712
X2.6	0.792	0.522	0.409	0.641
X2.7	0.736	0.525	0.587	0.656
X2.8	0.838	0.505	0.585	0.725
Y. 1	0.586	0.887	0.858	0.692
Y.2	0.457	0.886	0.811	0.587
Y.3	0.463	0.889	0.837	0.582
Y.4	0.691	0.800	0.747	0.731
Y.5	0.277	0.706	0.602	0.427
Y.6	0.732	0.801	0.705	0.704
Y.7	0.463	**0.913**	0.754	0.582
Y. 8	0.327	0.835	0.655	0.453
Y.9	0.682	0.767	0.613	0.644
Z. 1	0.714	0.812	**0.911**	0.765
Z. 2	0.443	0.700	0.768	0.542
Z. 3	0.480	0.784	**0.911**	0.615
Z. 4	0.523	0.797	0.901	0.679

Source: Smart PLS 3.3.3

Based on the results in table 2 above, it shows that all indicators have fulfilled the discriminant validity criteria. It can be seen in the table that the cross loading values for the

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indicators on the constructs/variables themselves are greater than the cross loading values for other indicators.

Composite Reliability and AVE

Composite Reliability is done by looking at the output of the view latent variable coefficients. From this output, the criteria are seen from two things, namely composite reliability and Cronbach's alpha. Composite reliability and Cronbach's alpha values are declared reliable and valid if the value is > 0.70. If a construct meets these two criteria, it can be said that the construct is reliable or has consistency in the research instrument. The Average Variance Extracted (AVE) that is often used is a minimum of 0.50. Measuring reliability can be done by looking at the Cronbach's Alpha, Composite Reliability and AVE values and the results can be seen in the following table:

Table 3. Construct Reliability and Validity

	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Work Discipline (X2)	0.923	0.938	0.654
Employee Performance (Y)	0.944	0.953	0.696
Compensation (Z)	0.896	0.929	0.766
Surveillance (X1)	0.953	0.960	0.707

Source: Smart PLS 3.3.3

Based on table 3, the results show the value of Cronbach's alpha and composite reliability of each variable > 0.70, meanwhile for the AVE value of all variables > 0.50, therefore all variables have met all reliable criteria and are also valid so that they can be continued for evaluation structural models.

Evaluation of the Structural Model (Inner Model)

Coefficient of determination (R2) The coefficient of determination essentially measures how far the model's ability to explain endogenous variation. The construct is called the R-square value. Structural model (inner model) is a structural model to predict the causality relationship between latent variables.

Table 4. R Square Results

	R Square	Adjusted R Square
Employee Performance (Y)	0.795	0.787
Compensation (Z)	0.561	0.549

Source: Smart PLS 3.3.3

Based on the results above, there is an R square value of the Employee Performance variable of 0.795 per se of this value of 79.5%, meaning that the influence of the variables of supervision, work discipline and compensation has an effect on employee performance of 79.5%, the rest is in other variables. The R square value of the compensation variable is 0.561, the percentage of the result is 56.1%, meaning that the effect of supervision and work discipline on compensation is 56.1%, the rest is in other variables.

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Assessment of Goodness of Fit (GoF)

The goodness of fit model test can be seen from the NFI value ≥ 0.697 which is declared fit. Based on the data processing that has been done using the SmartPLS 3.3 program, the Fit Model values are obtained as follows:

Table 5. Fit models

	Saturated Model	Estimation Models
SRMR	0.101	0.101
d_ULS	5,070	5,070
d_G	6,350	6,350
Chi-Square	1681,853	1681,853
NFIs	0.853	0.853

Source: Smart PLS 3.3.3

The results of the goodness of fit test for the PLS model in the table above show that the NFI value is 0.853, meaning that this study is considered FIT because the NFI value is greater than 0.853. Thus, from these results it can be concluded that the model in this study has a high and feasible goodness of fit. used to test the research hypothesis.

Hypothesis test

After assessing the inner model, the next thing is to evaluate the relationship between latent constructs as hypothesized in this study. Hypothesis testing in this study was carried out by looking at the T-Statistics and P-Values. The hypothesis is declared accepted if the T-Statistics value is > 1.96 and the P-Values are <0.05. The following are the results of the Path Coefficients of direct influence:

Table 6 Path Coefficients (Direct Effects)

	Original Sample (O)	T Statistics (|O/STDEV|)	P Values
Work Discipline (X2) -> Employee Performance (Y)	0.080	0.755	**0.451**
Work Discipline (X2) -> Compensation (Z)	0.012	0.127	**0.899**
Compensation (Z) -> Employee Performance (Y)	0.777	10,113	**0.000**
Supervision (X1) -> Employee Performance (Y)	0.078	0.595	**0.552**
Supervision (X1) -> Compensation (Z)	0.739	7,627	**0.000**

Source: Smart PLS 3.3.3

In the results of the hypothesis above there is a value of the results of the research and will be explained as follows:

1 Work Discipline has no significant positive effect on Employee Performance with an original sample value of 0.080 and P values 0.451 > 0.05 meaning that work discipline does not make all employees do good work. There is work discipline to make employees work regularly but some employees violate it.

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2 Work Discipline has no significant positive effect on Compensation with an original sample value of 0.012 and a P value of 0.899 > 0.05 meaning that work discipline will not increase compensation because compensation has been set by work discipline organizations only to regulate employees to work according to regulations.
3. Compensation has a positive and significant effect on employee performance with an original sample value of 0.777 and P values of 0.000 <0.05. This means that when compensation increases, employee performance also increases, if compensation decreases, employee performance also decreases.
4. Supervision has no significant positive effect on employee performance with an original sample value of 0.078 and a P value of 0.552 > 0.05 meaning that the supervision is not strict enough and the supervision is not thorough because it is constrained by human resources and facilities so that not all employees are subject to supervision.
5. Supervision has a positive and significant effect on compensation with an original sample value of 0.739 and P values of 0.000 <0.05 meaning that supervision is carried out in order to see which employees are diligent and qualified to increase the compensation given by supervising the organization to be able to see which ones are working well and which ones work badly.

Table 7. Path Coefficients (Indirect Effects)

	Original Sample (O)	T Statistics (|O/STDEV|)	P Values
Work Discipline (X2) -> Compensation (Z) -> Employee Performance (Y)	0.010	0.125	**0.900**
Supervision (X1) -> Compensation (Z) -> Employee Performance (Y)	0.574	6,211	**0.000**

Source: Smart PLS 3.3.3

In this study, it can be seen in table 7 above, there are two hypotheses that will indirectly be explained as follows:
1. Work Discipline has no significant positive effect on Employee Performance through Compensation with an original sample value of 0.010 and P values of 0.900 meaning that in this hypothesis compensation is not an intervening variable because it is unable to influence it significantly so that even without compensation work discipline still affects performance.
2. Supervision has a positive and significant effect on employee performance through compensation with an original sample value of 0.574 and a P value of 0.000, meaning that compensation in this hypothesis is an intervening variable because it influences significantly with compensation making increased supervision and performance even better.

CLOSING

Conclusion

After knowing the results of the research and explaining the results, the researcher draws the following conclusions in this study:
1) Work Discipline has no significant positive effect on Employee Performance at the Binjai Office of Public Works and Spatial Planning
2) Work Discipline has no significant positive effect on Compensation in the Office

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3) Department of Public Works and Spatial Planning Binjai
4) Compensation has a positive and significant effect on employee performance at the Binjai Office of Public Works and Spatial Planning
5) Supervision has no significant positive effect on employee performance at the Binjai Office of Public Works and Spatial Planning
6) Supervision has a positive and significant effect on Compensation at the Binjai Office of Public Works and Spatial Planning
7) Work Discipline has no significant positive effect on Employee Performance through Compensation at the Binjai Office of Public Works and Spatial Planning
8) Supervision has a positive and significant effect on Employee Performance through Compensation at the Binjai Office of Public Works and Spatial Planning

Suggestion

After drawing conclusions, the researcher will provide suggestions for the organization in order to avoid mistakes that occur in the organization. The suggestions given are as follows:

1) Organizations must choose employees who are trusted to monitor the work of employees and report what happens to employees and who violate employee regulations.
2) Organizations must carry out strict discipline to improve employee performance for organizational goals.
3) Organizations must provide employees with proper and fair compensation to avoid disputes between employees to increase employee confidence and commitment to the organization.

Organizations must always see the performance of employees and employees must provide good work for the organization and achieve organizational goals.

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